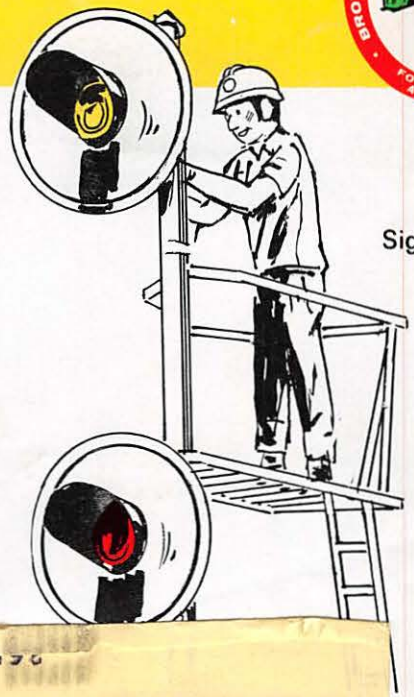
New BofRS agreement explained (above); ratified (below) by general chairmen.

The SIGNALMAN'S Journal



Signalman Sam

BofRS President R. T. Bates (top picture) explains the new national agreement reached between the Signalmen and the nation's railroads to general chairmen at a meeting in Silver Spring, MD on July 19, 1978. On July 26, 1978 at Mt. Prospect, IL at BofRS headquarters, general chairmen ratified the new agreement. News story is on page 9 and agreement is printed in center of this issue, pages 25-32.

JULY-AUGUST 1978

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Volume 59 Number 6 July-August 1978

ROBERT W. McKNIGHT
Editor & Manager
601 West Golf Road
Mount Prospect, Illinois 60056
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The SIGNALMAN'S Journal

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

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Cover: Top picture shows BofRS President **R. Thomas Bates** explaining the new national mediation agreement to general chairmen asembled at Silver Spring, MD on July 19, 1978. General chairmen attending were: **Garland Bass**, DT&I-D&TSL; **E. J. Bickar**, P&LE; **B. E. Britcher**, CR; **W. A. Class, Jr.**, BN; **W. D. Corn**, MP; **A. G. Cunningham**, CP Rail-CV; **L. T. Davies**, MILW; **J. S. Duplichan**, MP-HB&T; **R. F. Flowers**, L&N; **H. S. Gerth**, C&NW-RI; **W. P. Glavey**, CR-Rdg; **G. G. Gross**, SCL; **R. J. Hays**, Union; **C. T. Heitzman**, CR-LV; **C. K. Highley**, TRRSTL-A&S; **E. D. Hodsdon**, SOO; **G. R. Jones**, T&P; **W. R. Matthews, Jr.**, WTC; **J. R. McDonald**, B&O-B&LE; WM; **R. R. Mitchell**, DW&P; **S. J. Muzi**, CR-EI; **H. H. Parker**, C&O-GTW-IHB; **R. E. Parcell**, RF&P; **K. D. Raney**, STLSW; **T. Ryder**, CR-NYNH&H; **V. J. Sartini**, N&W; **L. C. Sedlacek**, UP; **J. Tennis**, KCT; **V. Van Artsdalen**, SP-PE-WP; **R. R. Van Vacter**, AT&SF-D&RGW-KCS; **C. R. Vaught**, SOU-A&WP-GA-K&IT; **F. J. White**, T&L(SP)-MKT-STLSF; and **B. J. Woodruff**, ICG-TP&W;

Bottom picture shows general chairmen's ratification meeting at Grand Lodge headquarters in Mt. Prospect on July 26, 1978. From left to right are: **V. J. Sartini**, N&W; **L. T. Davies**, MILW; **H. S. Gerth**, C&NW-RI; **C. K. Highley**, TRRSTL-A&S; **N. F. Balthuis**, C&WI; **I. Panepinto**, EJ&E; **H. K. Jackson**, L&N-MONON; **F. J. White**, T&L (SP)-MKT-STLSF; **R. E. Brennan**, B&OCT; **C. Cleghorn**, B&OCT (general chairman elect); **T. Hebding**, BRC.

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CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

COASTERS with BofRS emblem come in black and gold or in red, white and green; 3-inch diameter.

PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers the following subjects:

1. Electricity, circuit symbols and nomenclature
2. Signal symbols and nomenclature
3. Automatic block signaling, time code control, electronics
4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
6. Remote control and automatic interlockings
7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets. The windbreaker is machine or hand washable in warm water.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 23 sections are:

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement

News

ICC finally takes an interest in aci

By July 8, 1978, the Interstate Commerce Commission will receive comments from interested parties concerning automatic car identification. Although the ICC turned down a petition for rulemaking in aci from Computer Identics Corp. in September 1977, the Commission has apparently heard that the US Court of Appeals has received a petition from CIC asking the court to review ICC's turndown. CIC's court action has been reinforced by the Western Coal Transportation Association that has asked the Court of Appeals to allow WCTA to join with CIC in asking the court to review ICC action. WCTA is a group of over 40 producers and users of coal originating in states west of the Mississippi River.

In reopening the aci matter, the Commission said it had denied a previous petition for rulemaking because "certain material in support of the petition did not come to the Commission's attention during its consideration of the petition.

"Because the Commission believes the views of the Association of American Railroads and Federal Railroad Administration, as well as other interested persons would be helpful, the decision requests their comments."

Industry observers hope FRA will, at last, comment. It has been silent since the AAR voted not to require aci labels on cars used in interchange, despite FRA spending some $10 million in support of aci operation in the Chicago terminal area. At last, shippers may have a forum to make their views known about aci, another element in the aci picture that has been missing.

MP plans to install more traffic control

Missouri Pacific has applied to the Federal Railroad Administration for permission to install about 67 miles of centralized traffic control between Addis and Ama Junction, LA. CTC would replace an existing automatic block signal system.

Rock Island wants to install 56 miles of ctc in Illinois

Chicago, Rock Island & Pacific has applied to the Federal Railroad Administration for permission to install a traffic control system in lieu of automatic block signaling between Colona and Bureau, IL, approximately 56 miles.

Regional Meeting

Signalmen of the Baltimore & Ohio, Chesapeake & Ohio, ConRail, Grand Trunk Western, Illinois Central Gulf, Louisville & Nashville, Milwaukee Road, Norfolk & Western, and Southern who live or work in Indiana have an opportunity to hear up-to-date information about wages, fringe benefits, health and welfare, railroad retirement and help when injured on the job under the Federal Employers' Liability Act. These are vital subjects to be discussed by knowledgeable representatives in their respective fields at the Brotherhood's regional meeting to be held Saturday, September 23 at Linders-on-the-Point at Anderson, IN.

In conjunction with this Brotherhood of Railroad Signalmen's regional meeting, a one-day training session for local lodge officers will be held Friday, September 22, 1978 at the Holiday Inn at I-69 and Indiana Route 109, 5920 Scatterfield Road, Anderson, IN.

During the lunch break at the Union Industries Show in Los Angeles, CA on May 15, 1978, AFL-CIO secretaries and secretary-treasurers demonstrated in support of the boycott of Coors beer. At the right is W. D. "Dink" Best, BofRS secretary-treasurer.

Southern plans to install about 10 miles of ctc

Southern has applied to the Federal Railroad Administration to install a traffic control system in lieu of existing automatic block signaling on about 10 miles of line as follows: Between West End John Sevier and Beverly, TN and between Blair and DeArmond, TN.

Union Pacific is planning for ctc on 74 miles of line

Union Pacific has applied to the Federal Railroad Administration for

permission to install a traffic control system and rearrangement of existing automatic cab signal system so as to provide either direction operation on double track between North Platte, NE and Julesburg, CO, about 74 miles. The new signaling would replace existing automatic block signaling arranged for current traffic operation.

BofRS headquarters to get computer system

Come October 1, 1978, a Digital Equipment Corp. DEC DataSystem 355 will be installed in the Signalmen's Grand Lodge Headquarters in Mt. Prospect, IL. During last quarter of this year, information will be put into the computer, final programming and "bugs" will be worked out so the system will be operational by the first of next year.

The computer will do many of the manual chores now done by personnel at headquarters, which will speed up information flow. One major accomplishment will be faster handling of address changes.

Considerable information about members will be put into the computer, so that per capita tax reports and statistical data can be complied and published. Computer handling of much of information transferred between Grand Lodge general committees, and local lodges should make the jobs of secretaries much easier.

As shown in the picture, the system will include 3 terminals for putting information into the computer and obtaining readouts of information stored in the system. It will also include a high speed printer with upper and lower case capability. One immediate benefit, will be computer produced labels for The Signalman's Journal. By using the computer for this purpose, there should be considerable reduction in the time between receipt of an address change and the corrected label printed for the magazine.

Cooperation in furnishing address changes will be an absolute necessity if the system is to work as intended.

BUY UNION MADE GOODS

Digital Equipment Corp. DEC355 system computer will be installed in BofRS grand lodge headquarters in Mt. Prospect, Illinois.

Is your Red Manual for local chairmen current?

A revised foreword by President R. T. Bates is the latest addition to the Red Book, officially known as the "Manual for General Chairmen and Local Chairmen" of the Brotherhood of Railroad Signalmen. A current copy should contain the following:

Index October 1, 1975
Foreword—Pages 1-78 and 2-78
Pages 3 through 20
The Railway Labor Act—Pages D-1-75 through D-65-75
Pages 65 through 80
Railroad Retirement & Unemployment Insurance Acts—Pages G-1-75 through G-40-75
Pages 124 through 146.

If your copy does not have these pages, please write for your free replacement sheets. *Send your requests to W. D. Best, secretary-treasurer, Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, IL 60056.*

ConRail plans retarder replacement at 10 yards

ConRail is now at work replacing older retarders with new, greater capacity units at 10 yards around the system. Receiving the new retarders will be Enola yard at Harrisburg, PA; Conway yard near Pittsburgh; Avon yard at Indianapolis, IN; Sharon yard at Cincinnati, OH; Oak Island yard at Newark, NJ; Selkirk yard at Albany, NY; Buckeye yard at Columbus, OH; Frontier yard at Buffalo, NY; and yards at Rutherford and Morrisville, PA.

C&NW asks FRA for funds for ctc project

Chicago & North Western is seeking to sell redeemable preference shares to the United States for major projects to improve its plant. Included in the projects listed in an application to the Federal Railroad Administration is one to extend the

(Please turn to page 16)

NEW GRS CODED FREQUENCY SHIFT OVERLAY COMMUNICATION CIRCUITS

Control Wayside Signals via Rails
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Now you can control wayside signals via the rails -- instead of via line wires -- with the new GRS coded FSO circuits. Insulated joints are not required.

Coded equipment is similar to and uses the same carrier frequencies as proven GRS FSO units for grade crossing signal control. The carrier is coded at 120, 180, 270, or 410 pulses a minute to ensure separation and identification of signals. The optional transceiver extends communication distances.

Solid-state components are on plug-in printed circuit boards -- keyed so only correct boards can be plugged in. Channel conversions and rate code changes are made merely by changing plug-in boards.

Each unit is only 7 inches high and 9 inches deep, with widths ranging from 5 to 12 1/2 inches. Their enclosures permit shelf, wall, or rack mounting.

For more information, contact your GRS sales engineer, or write for GRS Product Information, PI-59.

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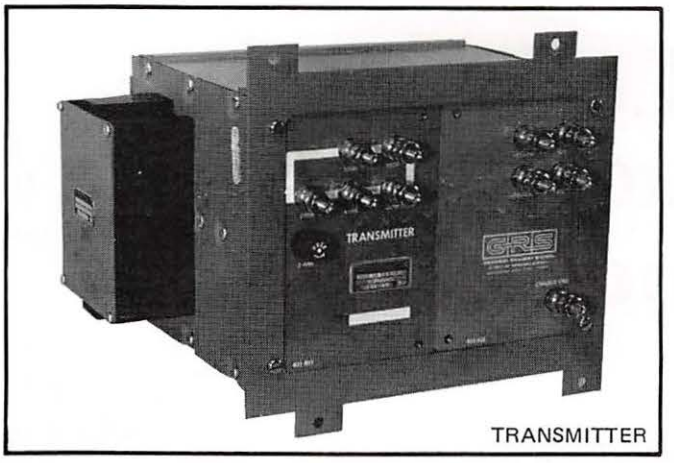

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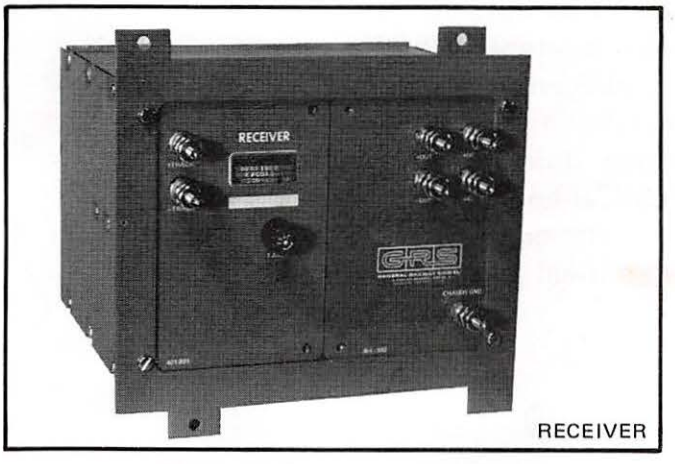

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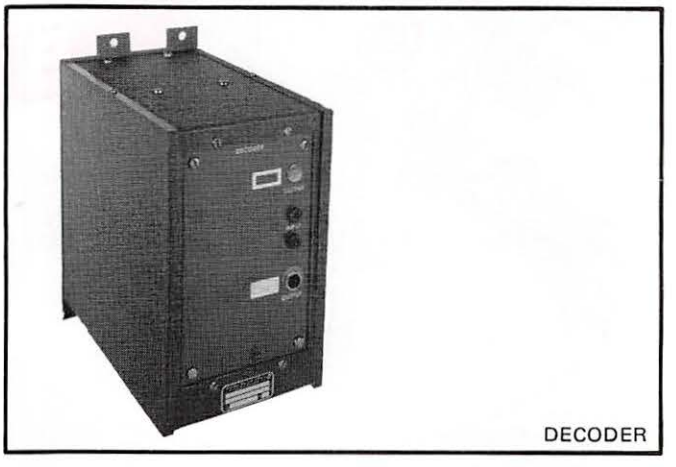
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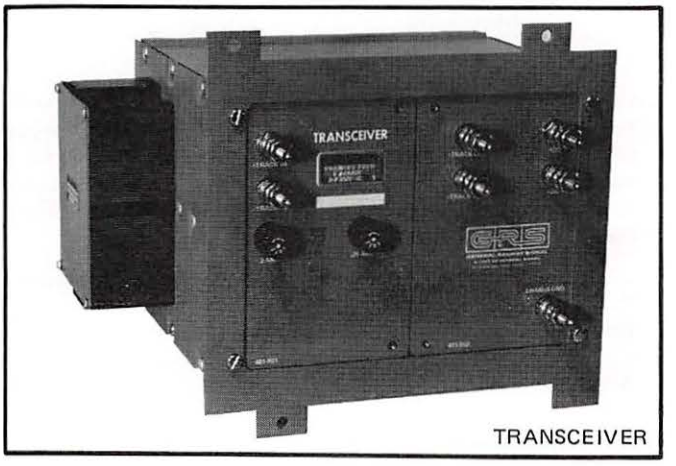
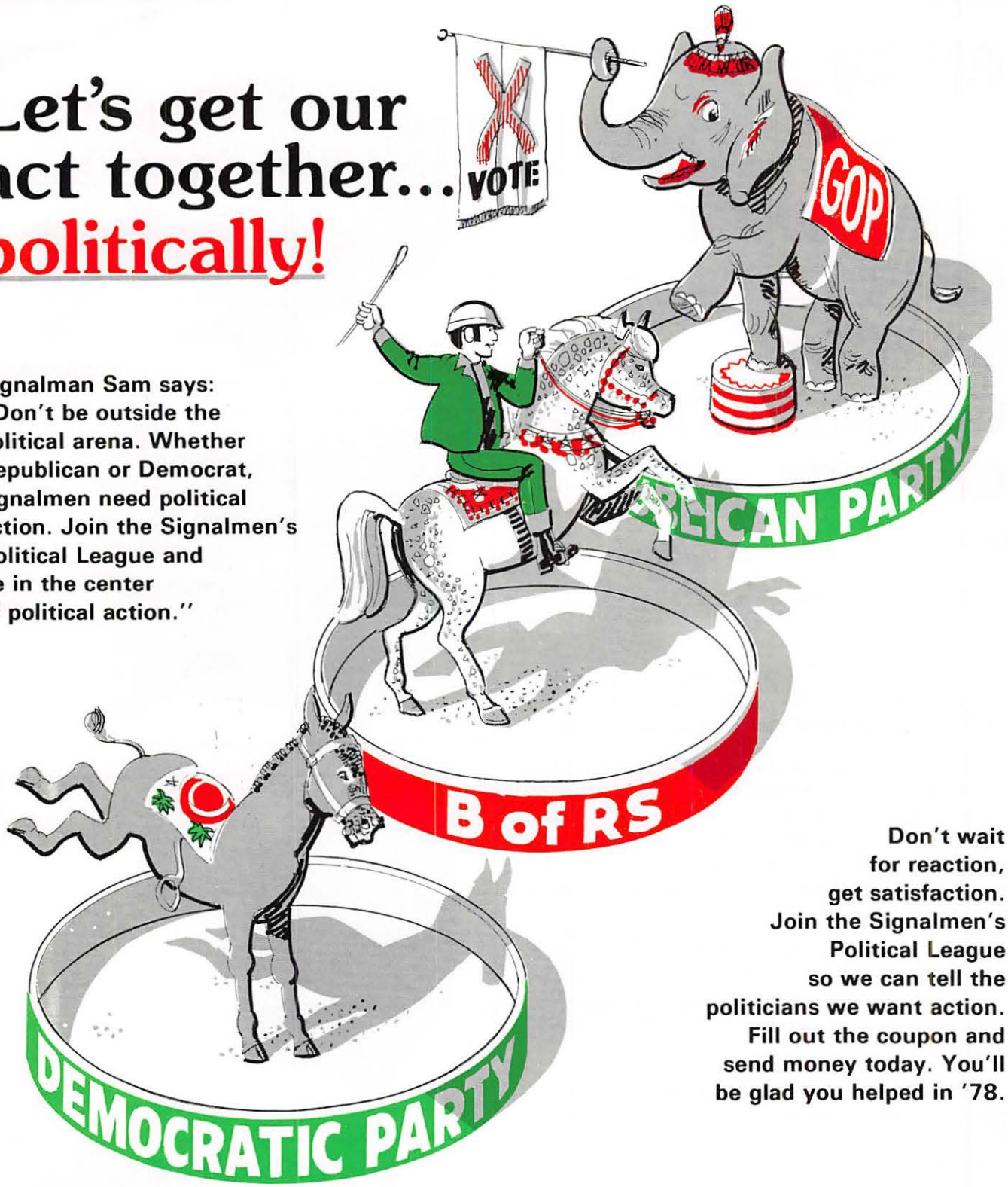


TRANSCEIVER

Let's get our act together... politically!



Signalman Sam says: "Don't be outside the political arena. Whether Republican or Democrat, signalmen need political action. Join the Signalmen's Political League and be in the center of political action."

Don't wait for reaction, get satisfaction. Join the Signalmen's Political League so we can tell the politicians we want action. Fill out the coupon and send money today. You'll be glad you helped in '78.

To: W. D. Best, Treasurer, **Signalmen's Political League, 601 W. Golf Rd., Mt. Prospect, IL 60056.** Here is $2 or more to help SPL carry out its campaign for good government. (Please make check or money order payable to Signalmen's Political League.)

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A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission 1325 K Street, N.W., Washington, DC 20463.

New agreement gives pay raises to signalmen

Pay raises, improved fringe benefits and better cost of living adjustments are just three of the many improvements in the new agreement reached by the Brotherhood of Railroad Signalmen and the National Railway Labor Conference representing railroad companies. The new agreement was approved by Signalmen general chairmen. On July 27, the new 39-month agreement was signed in Washington, DC.

Wage increases are as follows:

—3% April 1, 1978
—2% October 1, 1978
—4% July 1, 1979
—5% July 1, 1980

Cost-of-living adjustments will be made in January and July of each year, and 50% of the COLA amount will be rolled into the basic pay rates on June 30 and December 31 of each year. COLA will continue at 1¢ for each 0.3 of 1 point change in the CPI-W, adjusted on January 1 and July 1 of each year. The maximum COLA that can be added to wages in any one year is limited to an 8% rise in the Consumer Price Index.

Based on a projected annual increase of 6.5% in the Consumer Price Index, the following COLA adjustments would be made:

—19¢ an hour on January 1, 1978
—19¢ an hour on July 1, 1978
—20¢ an hour on January 1, 1979
—21¢ an hour on July 1, 1979
—22¢ an hour on January 1, 1980
—22¢ an hour on July 1, 1980
—23¢ an hour on January 1, 1981

"In terms of money, this is the best agreement ever obtained for the Signalmen," says President R. T. Bates. "Based on a 6.5% annual increase in the CPI (a figure most economists estimate that cost of living will rise), a Signalman's basic rate of pay at the end of this 39-month agreement will be $9.87 an hour. COLA adjustments should see the basic rated signalman receiving at least $10.31 per hour at the end of the moratorium. Improvements in hospital and dental insurance plans make the new agreement even more helpful to our members."

A new benefit for retired members gives them major medical benefits at age 61. Before this new agreement, retirees had to provide for their own major medical coverage until age 65 when Medicare took over.

Other improvements include fewer years of service for three and four week vacations, increased benefits for injuries or death in off-track vehicle accidents, three days bereavement leave, and make-up time for Hours of Service duty is cut to 1 hour four times per month.

NOTE: This new agreement does not apply to Signalmen working for the Bangor & Aroostook, Boston & Maine and Consolidated Rail Corp.

The new agreement is printed on ivory paper in the center of this issue (pages 25 through 32). Please SAVE this insert and keep it for ready reference.

BofRS is active in training

At a Federal Railroad Administration sponsored conference on training at St. Louis, MO in February 1978, Joseph W. Walsh, vice president, Brotherhood of Railroad Signalmen, discussed the Brotherhood's role in training. An abstract of his talk follows.

About seven years ago we took a survey of our membership. In that survey the membership felt that, number one, they needed more money, and, number two, they needed better training.

The members reported the existing four year On-the-job Apprentice Training Program no longer suited the needs of our craft. They asked that in future negotiations with the railroad industry we try to negotiate for more and better training for the members of our organization.

The officers of our organization felt so strongly about this problem that we included the request for training in our national notice that was served on the National Railway Labor Conference, the industry's bargaining group.

In our national negotiations we were successful in presenting our position on training to the NRLC committee. However, they only gave us an agreement that required the development of guidelines for a training program. From there each of our Grand Lodge Officers set out to negotiate training programs with the individual carriers they were assigned to service.

Our organization had negotiated a training program with the Canadian National Railways that we considered to be the ultimate.

This program was used as a basis for our negotiations and the model for the ideal classroom instruction portion of any program.

The CN management cooperated by supplying any railroad in the United States with copies of their training manuals.

It wasn't until April 1, 1976 that we started to see a little light at the end of the tunnel in the Northeast. ConRail came into existence and sat down with us and negotiated the required agreement that would establish training facilities that we feel are second to none.

Our organization has agreements that have established excellent training facilities on just about every major railroad in the United States and Canada. I am extremely proud of the ConRail training facilities we have in Columbus, Ohio.

In May of last year Amtrak finally received authority to take over the operation of the Northeast Corridor. The operation of the Northeast Corridor by Amtrak required the transfer of signal and communication employees from ConRail to Amtrak.

In our negotiations we were only able to have ConRail agree to transfer 295 Signalmen to Amtrak. ConRail management insisted they could not leave themselves short of skilled craft signal employees in this area.

We recognized there would be a shortage of skilled signal employees when the United States Railway Association in their Final System Plan noted there were 2,000 Signalmen employed by the bankrupt railroads in the northeast and they estimated a need for 3,000 trained Signalmen.

When we agreed to transfer 295 Signalmen from ConRail to Amtrak we knew this was not enough people to even maintain the property they were assigned. When upgrading of facilities and construction in the Corridor began, Amtrak would need many more fully trained Signalmen.

At the present time our organization represents approximately 2,700 communication and signal employees on ConRail and 650 communication and signal employees on Amtrak. The biggest part of these employees need training.

As a result of our training needs we approached the Federal Railroad Administration through General Sawyer who was then in charge of the NEC property and offered to lend our thoughts, support and experience regarding any training programs they may be thinking of.

We went to General Sawyer, then Secretary of Transportation Coleman and anyone else who would listen and pointed out to them the need for immediate funding of a training program for Amtrak C&S employees. We noted Congress had appropriated 1.9 billion dollars of federal funds to upgrade the NEC.

We knew Amtrak was not going to be able to accomplish this work with only 295 Signalmen who had some training and the balance of the force who had not had any training at all. We requested any type training program be established and funded temporarily while we worked to establish a good permanent program.

We think we are on the right track with ConRail and we hope to establish a good program with proper classroom facilities on Amtrak in the near future.

We feel most of our problems will be resolved in the Northeast as soon as our members begin graduating from the classroom portion of the program.

Most of our training agreements require classroom instruction for a two-week period every six months, then on-the-job training for the balance of the six months. A test is given at the end of each period before the employee advances into the next portion of the program. The entire program consists of four six month portions before the employee is considered a qualified craftsman.

This is a vast improvement over our apprentice training programs that were all four year programs. The officers of our organization felt our membership and the railroad in-

dustry could not accomplish what is needed in the immediate future that requires the installation of modernized signal systems, new and improved classification yards and the upgrading of existing signal apparatus without well-trained, skilled signal employees.

Congressman Bud Shuster addressed an FRA Training Committee and proposed a regional training academy for railroad employees.

We look forward to the possibility of having such facilities available to the employees of small railroads that are not able to have training facilities, yet require skilled craft employees.

We even agree with Congressman Shuster on his proposal to locate such facilities in the Altoona, PA area if Congress sees fit to fund such a program. We feel the regional center concept is something to be given consideration and explored in the future.

Our organization believes in supporting almost any program that will eventually give us the training that we feel our members need and want. However, we have had some bad experiences and are concerned regarding the proper implementing of the CETA program and most of all regarding our interpretation of Section 208 of that Act.

Some carriers are not paying the prevailing wage rate to the enrollees in their training program as required in Section 208 of the CETA Act. We think that some of the railroads have not lived up to the requirements of existing agreements they have with our organization.

George Paul of the Southern talked about management's judgement being on the line and that it is management's responsibility to shape the company's training program.

I cannot agree with that. Presently our organization has training agreements with most of the major railroads, that is, except the Southern. And for these training programs to be effective and worthwhile, it takes involvement of both labor and management. Neither side can do it alone, that is, if you want to get your money's worth and have a good program.

We interpret Section 208 of the CETA Act to require the Secretary of Labor to notify the labor organization that has an agreement with an individual railroad when an application is filed with a local prime sponsor. Such notification is intended to afford the labor organization a reasonable period of time prior to the submission of an application in which to make comments. We find this is not being done by most railroad managements.

Our organization is interested in everyone getting the total value of his training dollar whether it comes from county, state or federal funds.

Our concern is that we feel we have a role to play in assuring the quality of the subject matter presented in training programs and we believe you have an obligation to work with us in the interest of the program.

OSHA sets inspection guidelines re:Court

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has announced it has directed field staffs to continue to conduct workplace inspections using the same method of scheduling as before the May 23 Supreme Court decision and, as required by that decision, to seek a warrant when an employer refuses entry.

Dr. Eula Bingham, assistant secretary of labor who heads OSHA, said the Court made it clear that "the great majority of businessmen can be expected in normal course to consent to inspection without warrant."

"We in OSHA share that belief, and hope that most employers will consent," Dr. Bingham said. "When they do not, our compliance safety and health officers have been instructed to deal with such refusals in a courteous and responsible manner, leave the premises promptly, contact Labor Department attorneys, and obtain a warrant as quickly as possible."

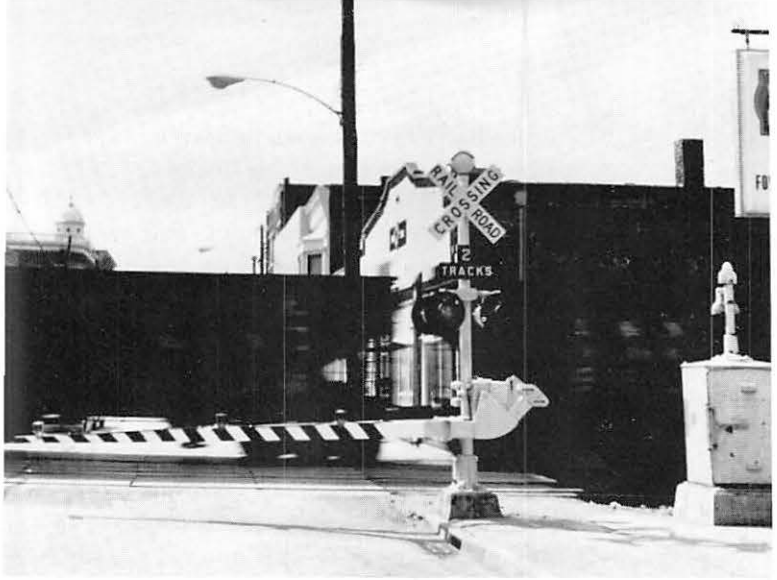
Dr. Bingham explained that the Court decision spelled out the circumstances under which it contemplated a warrant could be issued. "In the case of worker complaints or catastrophe investigations, OSHA is clearly in a position to justify the issuance of a warrant," she noted.

"But the Court does not require specific evidence of an existing violation at the workplace," she said. "The court said employers' rights would be adequately safeguarded if we show that reasonable legislative or administrative standards for conducting an inspection are satisfied with respect to a particular establishment," she added.

Dr. Bingham pointed out that OSHA's priority system for conducting inspections should fulfill that requirement. The system gives first attention to catastrophe and worker complaint situations, followed by scheduled industry inspections based on such criteria as injury rates, worker population and the like. Further, she noted, her policy has long been to direct 95 percent of OSHA's scheduled inspection activity toward establishments in these designated high risk industries.

In another area, Dr. Bingham said that instructions had been given to regional offices to communicate OSHA's plan of operation to labor commissioners in states that have their own job safety and health programs. Commissioners are expected to communicate with their attorneys general to determine the appropriate course of action under state law.

"I hope," Dr. Bingham concluded, "that we will be able to safeguard employers' rights as required by the Supreme Court, without hampering our ability to spot check their establishments to assure they are meeting their responsibility of providing a safe and healthful workplace for their employees."



RPI backs crossing safety

The Railway Progress Institute, an association of railway supply companies, has come out in support of continued federal funding for highway-railroad grade crossing safety improvements. An abstract of a statement by Robert B. Wyland, president Safetran Systems Corp., and chairman of RPI's grade crossing safety committee, is presented herewith.

The House has been considering HR 8648, the proposed Highway Act of 1978. The Railway Progress Institute and its 150 member companies with 500,000 employees fully endorses those sections dealing with rail/highway crossings. HR 8648 under Section 203 specifically dedicates funds at the 90%-10% level for grade crossing safety improvements both on and off the federal highway systems. DOT Secretary Brock Adams is supporting substitute measures, HR 10578 and S 2440, that would eliminate all dedicated funds, and delegate to the states the determination as to how to allocate their highway monies. Furthermore, the substitute measures propose a 100% increase in the level of state and local funding required for grade crossing safety improvements.

It is our considered opinion that the substitute measures would destroy the effectiveness of the national grade crossing safety program, first instituted under the Highway Act of 1973 and continued under the Highway Act of 1976.

As this Subcommittee is well aware, school bus safety has long been a high priority in the list of Congressional concerns. A particular concern of ours is that the safety of one special class of highway citizen, namely, the nation's school children, would have to compete with pot holes for federal highway safety funds. As the National Transportation Safety Board stated as recently as August 11, 1977, in its report of a Stratton, NE accident involving a bus and a Burlington Northern freight train when nine were killed, there must be an improved program to "Combine efforts to develop and implement a uniform system of warning devices to attract the attention of motor vehicle drivers approaching railroad/highway grade crossings." We do not need another catastrophic accident to impress Congress with the need to heighten grade crossing as a separate line in federal funding.

Our above opinion stems from the following considerations:

Prior to 1973 there were no dedicated federal funds for states to use to pay for installing or upgrading grade crossing warning systems. There were only "G" funds. Each state was authorized to use up to 10% of their monies from the Highway Trust Fund to reimburse the railroads for what generally amounted to up to 90% of the cost for each crossing — but only on the federal aid system.

Except for a few states, very little was accomplished on a national scale since the number of crossings off the federal aid system constituted almost 80% of all crossings. As a result the country continued to experience between 1100 and 1500 fatalities and 3,000 to 4,000 injuries yearly from grade crossing accidents. Furthermore, the railroads have always believed that grade crossings should not be the railroads' financial responsibility. B. F. Biaggini, Chairman of the Board and Chief Executive Officer of the Southern Pacific Transportation Company recently stated: "Grade separation structures and automatic grade crossing protection devices should be recognized as parts of the street and highway system, and as such, paid for by the governmental agencies involved."

In 1972 the FHWA and the FRA submitted a joint report to Congress arguing that this serious a problem justified a more organized attack and in particular, dedicated funding. Their report stated: "Over 70,000 people have lost their lives at railroad crossings in the past 50 years. Over 15,000 in the last decade. The shock of this statistic alone is enough to warrant an intensive countermeasure effort." In some specific aspects, the problem is more severe than one might guess. Consider that the fatality-to-injury ratio for crossing accidents by some estimates is 40 times that for all motor vehicle accidents. Thus, the violence of crossing accidents is clearly evident.

DOT's report further stated: "Figures showing annual number of accidents per crossing indicate quite clearly, particularly in the higher traffic volume ranges, that the crossings with active protection can be expected to experience a lower average number of accidents per crossing than those with passive protection." In that

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Do nickel-cadmium batteries retain a charge for long periods?

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What about mechanical characteristics?

Our plastic case eliminates the possibility of grounds and electrolytic corrosion of the cell. The transparent plastic also permits visual checking of electrolyte levels. The lighter overall weight of McGraw-Edison cells means easy handling and low shipping charges.

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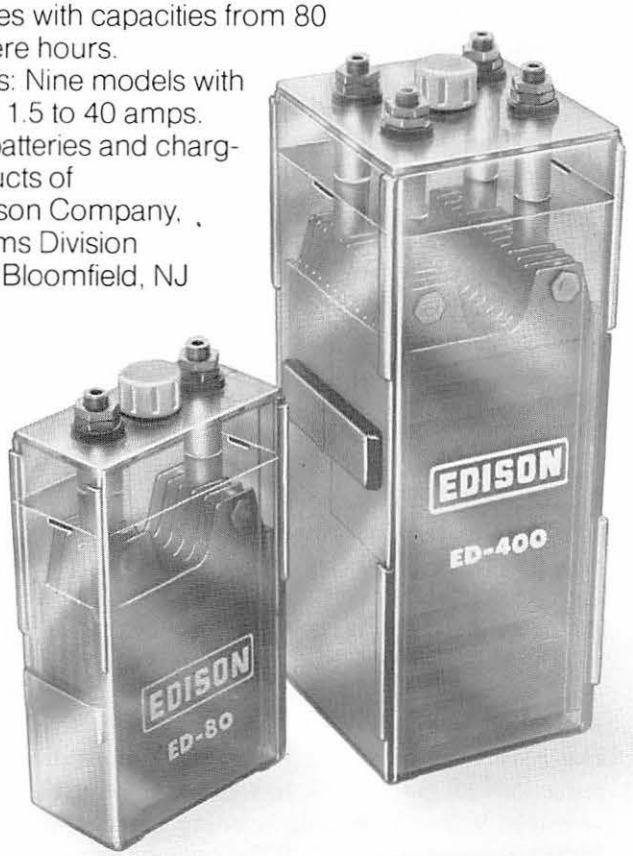

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connection the report stated that "only 8944 or 18% of the 45,528 then actively protected crossings are equipped with automatic gates, which is the most effective type of protection. The installation of automatic gates can be expected to further reduce the rate of accidents per crossing to about one-half of that indicated for actively protected crossings without gates."

And finally the DOT saw the exposure to accidents becoming even worse. "During the most recent 10 year period freight train miles increased about 10%. The decline in passenger train miles appears to be stabilized. With continuing increases anticipated in motor vehicle miles of travel all indications point toward a greater upward trend in the potential for conflicts between these two modes of travel at railroad/highway crossings in the near future."

DOT concluded its 1972 Report to Congress by stating: "We need to increase the rate of installation of new or upgraded train activated warning devices." A goal of installing active warning devices at 3,000 grade crossings per year for 10 years was suggested. Combined with a continuing program of justified grade separations, it was projected that upon completion of these improvements we could eliminate nearly 4,000 motor vehicle/train collisions annually and save 500 lives a year.

Typical of what has happened nationally is the experience in Illinois: "Funds under the Act of 1973 were first available in Fiscal Year 1974. All of the usual problems of initiating a new federal program resulted in minimal accomplishments that year. In Fiscal 1975, 76 state and local projects were initiated with a value of just over $2 million. The Fiscal 1976 program included 163 state and local projects totaling $5.4 million. $8.5 million was scheduled for 1977."

California, one of the few states that already had an established and effective program built around active equipment, was able to report in its 1975 annual Public Utilities Commission report that its ratio of crossing casualties to all highway casualties had declined from 3% in 1958 to 2.5% in 1967 and 1.25% in 1975.

Further positive testimony came from Howard Anderson, Associate Administrator for Safety, FHWA, at the National Conference on Railroad/Highway Crossing Safety, Salt Lake City, August 24, 1977, commenting on national results: "Recent figures published by FRA indicate that fatalities resulting from train/motor vehicle accidents are considerably down since the mid 1960's."

"The 1975 figure of 788 fatalities marked the first time since such records have been compiled that the figure was below 1,000." And he added the more active states like Florida and Georgia experienced more dramatic reductions of 35% to 40%. In California, of 1552 grade crossings where automatic warning devices were installed between 1960 and 1970, accidents were reduced by 69%.

The experience of the Burlington Northern is most interesting. That one railroad alone has some 20,700 public crossings in 16 states. At these crossings they have some 3,000 active warning devices and 17,700 passive warning devices. At the same 1977 Conference in Salt Lake City, D. D. Thomas, BN director, public works planning reported: "The BN presently has over 450 active projects which we are now processing in one phase or another, from formal request to final bill pending, that amount to more than $20,500,000. Out of this total cost $700,000 are actual BN expenses, or about 3.5% of total cost. In January 1974 we had about 225 active projects at a total cost of $6,000,000.

"The point I want to emphasize is that the Federal Aid Act has not only been a fantastic safety program but the railroads probably could not have afforded such a program without the assistance of this Act."

Speaking further to the understandably slow rate of obligation of crossing monies in the first two years of the program, Thomas said: "The establishment of the grade crossing inventory program and for the states to provide for a systematic approach to the planning and prioritizing of these projects took time. In fact the impact of this program was not really felt by the railroads until 1975. At this time, the states were well organized and their projects prioritized and ready for formal presentation to the railroads. The railroads after completion of the inventory were lulled into complacency because of no action by the states, not knowing the states were actually prioritizing these projects in mass numbers. When the dam broke and the projects started to flow the impact upon the railroads was quite dramatic."

The RPI made a substantial contribution to getting the program off the ground. Under its auspices the supply industry formed a task force composed of the most knowledgeable crossing warning system experts in the field. They put together a workshop on the history and technology of crossing warning systems and details as to the mechanics and organization of the more active and successful state programs.

To date there have been 15 RPI sponsored workshops involving 28 states and 1224 state, federal and railroad personnel. We are pleased to note that our allied organization, the Association of American Railroads, has begun to conduct similar workshops with federal and state highway officials participating.

W. L. Oliver, principal, transportation division, California PUC at the 1977 conference in Salt Lake City made the following comments: "The federal program created some real bonuses in grade crossing improvement. It made highway crossing safety a nationally recognized problem.

"With the railroads not involved in signal installation costs, it has made them an ally — where sometimes in the past they were opponents. It has changed state department of transportation's attitude toward spending funds of the state highway system. It has forced everyone to look at the overall picture from a national and statewide level, rather than crossing by crossing, city by city, and railroad by railroad. And lastly, research is being carried

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out that is long overdue and that may never have been commenced had not the federal program been initiated."

Obviously the fear of many states, the supply industry and the railroads is this: Having organized to do a job that was not being done before the advent of dedicated funds under the Highway Act of 1973, the ten year program first envisioned by DOT will rapidly wind down — in mid stream. Without dedicated funds we believe the crossing problem will be "out-muscled" by the "pot-hole" problem. In other words, if you really want to get something done, specialized staffs such as have been built up in each state since 1973 and special dedicated budgets have proven their effectivity.

Oliver of California addressed himself to the right way to go in the future. A veteran of 16 years in the California PUC he recommends: "To eliminate many of the problems endured in the past, which I have included in the subject of split jurisdictions, several things could be done. First put all of the funds in one (dedicated) pot and eliminate the two-highway system of funding. Second, eliminate the 10% funding by the state or local agency and have the federal program pay for 100% of the improvements. The 10% only creates more paperwork and is almost self defeating financially. Third, concentrate on eliminating the source of the accidents. Defer programs such as surface and pavement improvements, etc., until accident problems are solved and sufficient funds are made available for these other projects.

Fourth, loosen the screws on the state programs so more flexibility can be achieved at the lowest level, the local agency. Fifth, encourage closures by giving a monetary bonus in supplemental funding when crossings are closed."

RPI strongly urges that prompt and favorable action be given to the grade crossing provisions in Subcommittee Chairman James Howard's bill, HR 8648.

News

centralized traffic control system at Nelson and Missouri Valley, IA and from Blair to Fremont, NE. This project to be completed in 1979 is estimated to cost $1,763,000. CTC will improve traffic flow in the single track area on the western end of the mainline and C&NW's junction with its route to St. Louis, MO.

Card of Thanks

The family of the late Benjamin H. Steuerwald wishes to express their appreciation and thanks to all the Grand Lodge Officers, members of the Brotherhood of Railroad Signalmen and local lodges for the beautiful flowers, sympathy and mass cards, donations to the Christ Lutheran Church, the Heart Fund and other acts of kindness during recent breavement.

Edith H. Steuerwald
Joyce S. Brown

BN submits training proposal to Labor Dept.

Burlington Northern has submitted a proposal to the Employment and Training Administration of the U.S. Department of Labor for its HIRE program. BN proposes to provide new employees with 280 hours of classroom training, which if completed successfully will enable the employee to become a signal maintainer. The classroom training is at BN's School in St. Paul and includes seven sessions. Each session is followed by 960 hours of on-the-job training. Subjects covered in the classroom are: (1) Orientation and basic electrical concepts and theory; (2) Energy distribution and track circuits; (3) Automatic block signaling; (4) Highway crossing signal systems: (5) Centralized traffic control signal systems; (6) Interlocking plants and hump yards; and (7) Electronic signal systems.

Signalmen Wanted

Signalmen's positions on the Atchison, Topeka & Santa Fe Railway are available in Arizona, California and New Mexico. If interested please contact Paul C. Qualls, Employment Supervisor, Santa Fe Railway, 80 East Jackson Boulevard, Chicago, IL 60604.

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"Many thanks for cards and letters," says Clark

When confined to a hospital in St. Louis recently, President Emeritus Jesse Clark received many cards and letters from Signalmen and friends. He received so many kind words of friendship and encouragement that he informs us he is not able to personally write everyone at this time. So he sends "sincere thanks" to all who sent him words of cheer.

He had a cataract removed from one eye, and the operation was a complete success. He is recuperating comfortably at his home in Terre Haute, IN. Signalmen everywhere wish Jesse Clark a speedy recovery.

N&W and DT&I plan for a new interlocking

Norfolk & Western and Detroit, Toledo & Ironton, have filed an application with the Federal Railroad Administration for permission to install an automatic electric interlocking at Leipsic, OH. The new plant will control the double-track crossing of the N&W with a single track line of the DT&I, and will replace an existing electromechanical interlocking.

Signal RS&I

Penny wise, pound foolish

Every once in a while some carrier officer appoints himself as the watch dog guarding the railroad's treasury. The first order of "wisdom" is to issue instructions to curtail all unnecessary overtime. Unfortunately, the underlings in the chain of command, interpret these instructions to apply to all overtime—regardless of whether or not the performance of such overtime work would be in the best economical interest of the carrier.

When such instances involve trouble calls because of train operations being restricted, by red signals, the orders are not only an action which is penny wise and dollar foolish, but is a violation of federal statute.

Let's look at recent cost figures which have been developed by some railroads' economists. Train delay costs are running to $2.31 per minute. That includes crew wages, cost of equipment and diesel fuel while idling. Cost for a maintainer's trouble call is only 20¢ per minute. Thus the delay to the first train is ten times the per minute cost of repair. Of course, this figure is multiplied by the number of trains delayed by the stop aspect.

Let's consider operating safety. Surely a signal which is falsely restrictive and which is permitted to continue to display such aspect does absolutely nothing to expedite rail traffic. A signal which is falsely restrictive conveys no safety information to the train crew, and therefore, the movement must be made at restrictive speed.

Furthermore, such operations are a violation of the federal statute, 49 CFR 236:11, which reads as follows:

"When any component of a system or interlocking, the proper functioning of which is essential to the safety of train operation, fails to perform its intended signaling function, it shall be adjusted, repaired or replaced without undue delay."

FRA's current interpretation of 236:11 is:

"It is the intent of this rule that correction of safety hazard be made before the next train movement. Should train operation require nighttime or weekend corrections, they must be made."

As to what is applicable under Rule 236:11, the current FRA interpretation states: "Applies to adjustable components which, when improperly adjusted, creates a safety hazard such as circuit controller, point detector and lock rod adjustments exceeding the requirement; insufficient predetermined time intervals; and excessive track circuit values.

"Applies to components which, if not repaired, creates a safety hazard such as grounded circuits, insecure circuit controllers, switch machines, pipeline carriers and cranks; bent, worn or insecure connecting rods, lock rods and point detector rods.

"Applies to components which, if not replaced, creates a safety hazard such as broken connecting rod, lock rod, point detector rod, pipeline or crank; broken fouling wires, shunt wires and bond wires in fouling circuit; defective relays, cable and conductors."

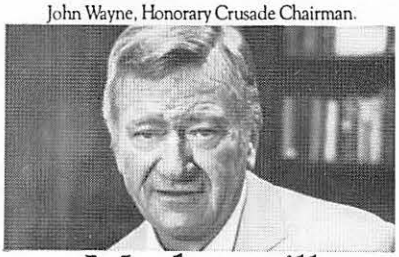
Just the beginning

The above is the first of a series of articles in which we will examine and comment on signal rules, standards and instructions. Officially, the "Rules, Standards and Instructions for Railroad Signal Systems provide uniform regulations for the installation, inspection, maintenance, and repair of all signal systems in order to promote the safety of employees and travelers on all common carriers by railroad in interstate commerce."

We invite our readers to send us comments and questions about signal RS&I. We will use discretion in printing comments. We do not guarantee to print any or all comments received. Also, from time to time, we shall ask FRA for official comments or interpretations of rules.

Write to Editor, The Signalman's Journal, 601 W. Golf Road, Mt. Prospect, IL 60056.

John Wayne, Honorary Crusade Chairman.



Maybe we'll cure cancer without your help, but don't bet your life on it.

The way it stands today, one American out of four will someday have cancer. That means it will strike some member in two out of three American families.

To change those statistics we have to bring the promise of research to everyday reality. And to expand our detection program and techniques. And that takes money. Lots of money. Money we won't have—unless you help us.

The American Cancer Society will never give up the fight. Maybe we'll find the answers even without your help. But don't bet your life on it.

American Cancer Society

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BofRS President R. Thomas Bates welcomes local lodge officers to the one-day training session on the handling of claims and grievances.

Signalmen hold training session in Des Moines

Local lodge officers in the midwest attended a one-day training session at Des Moines, IA on June 16. Sponsored by the Brotherhood of Railroad Signalmen, session instructor was M. B. "Pete" Frye, BofRS vice president. He was assisted by W. W. Altus, Jr., vice president, who spoke on the burden of proof required by Signalmen when making claims against the carrier, and John E. Hansen, director of research, who spoke on the impact of the Hours of Service law on Signalmen.

Five major areas were covered by Frye that were directed mainly to help local chairmen do a better job: (1) The local chairman's job; (2) Railway Labor Act; (3) Major disputes; (4) Minor disputes; (5) Discipline cases.

In addition, the local lodge officers were shown a discipline movie involving dismissal of a transit company employee for insubordination. The facts were brought out in a hearing before a referee or neutral.

There was much give and take during the training session with many questions posed by the local lodge officers and answers supplied by the three instructors.

Vice President Altus gave some reasons why referees deny claims of Signalmen's cases at the National Railroad Adjustment Board. Here are his remarks:

One of the most puzzling things to face most of our members is why we so often find referees denying our claims against railroads when it is so obvious that no employer should treat its employees the way we are sometimes treated. So, let's take a look at one facet of the problem, that is, our burden to prove our cases.

All relations between the railroads in the United States and their employes, as those relations involve hours of service, pay and other working conditions, are governed by agreements made under a federal law known as the Railway Labor Act. Of that law, two sections are primarily involved with agreements; they are, Section 6, which controls the making or changing of agreements, and Section 3, which controls the interpretation and application of them. While we are primarily concerned here with Section 3, in order to better understand that section, it might be well to briefly look first at Section 6. After all, an agreement must be made before it can be interpreted and applied.

Section 6 of the Railway Labor Act controls when there is "an intended change in agreements affecting rates of pay, rules, or working conditions" by either carriers or unions. It provides for negotiations, establishes a time table for them, provides for services of the National Mediation Board under Section 5, and requires that rates of pay, rules or working conditions not be altered by a carrier until the controversy has been acted upon under Section 5 of the act. Thus, Section 6 governs the making or changing of agreements.

Here, however, we are primarily concerned with Section 3 of the act and the requirements placed upon us, either directly or indirectly, by it. Specifically, we are concerned with our burden of proof when we claim an agreement violation has been committed, and we want to try to learn how we can meet that burden.

Section 3 governs the boards for their interpretation and application.

Section 3 establishes the National Railroad Adjustment Board, Special Boards of Adjustment and Public Law Boards. While there are some differences among these boards, they all have the same basic purpose, function in the same basic manner and are limited to the same basic jurisdictions.

The boards have jurisdiction to interpret and apply existing agreements. As Referee John Dorsey said in Third Division Award No. 13491:

"The board is a statutory body of limited jurisdiction. It may only interpret and apply collective bargaining agreements negotiated and executed by the disputants. It may not insert in such agreements its sense of equity or economic and labor relations predilections. Where the parties to an agreement, or one of them, find it wanting, recourse lies in the collective bargaining procedures prescribed in the Railway Labor Act."

By the same token, the boards may not grant a rule or change one by interpretation. In Third Division Award No. 18587 Referee Arthur Devine explained the limitation in these words:

" . . . the carrier contends in effect that compassionate leave payments are to be considered part and parcel of the sick leave benefits. The board must reject the contention of the carrier in this respect. Had the parties intended that compassionate leave payments be considered as compensation under sick leave rules or practices, it would have been a simple matter to have so provided, but they did not do so, and it is well settled that this board cannot amend or revise the agreement through the guise of an interpretation, we must apply the agreement as written . . ."

Since a board established under Section 3 of the act may only interpret and apply existing agreements, it follows that someone must come before such a board with a charge that someone else has not performed in line with an agreement, before the board has any basis for making a move. Ordinarily the party to an agreement who has been offended by the other party will make such move and lodge such charge. In labor—management relations, especially in the railroad industry, this (almost without exception) means that a union will be the moving party and will charge that a railroad has violated the parties' agreement.

It has long been established in all judicial fields that the party making a charge has the burden of proving his charge. An example close to all of us, and which we can all accept, is that which arises from discipline cases; we insist, and correctly so, that, when a carrier charges one of our members with employe misconduct, the carrier must prove its charges or not be in a position to assess discipline. However, when we are making a charge (claim) against a carrier, we sometimes take an opposite position, and when we are overruled, we tend to lay blame or accusations of bias to the referee and sometimes even to our own representatives. To do that is to ignore the basic rule of burden of proof; if we are correct in insisting that a carrier prove its charges in discipline cases,

Shown here (from left to right) at the training session in Des Moines, IA are: Front row:—Richard E. Zielsdorf, Santa Fe Midwest Lodge 33; Thomas C. Grace, financial secretary, Chicago & North Western Maple Leaf Lodge 98; and Henry S. Gerth, general chairman, Chicago & North Western. Second row—Paul M. Johnson, local chairman, Burlington Northern Aurora-Galesburg Lodge 103; and Louis F. Parker, local chairman, Burlington Northern Aurora-Galesburg Lodge 103.

In the front row (from the left) are: Bruce S. Williams, local chairman, Chicago & North Western Lodge 43; J. R. Johnstone, financial secretary, C&NW Lodge 43; and W. W. Lauer, BofRS grand lodge representative. In the second row are: William A. Class, Jr., general chairman, Burlington Northern; Robert F. Richardson, assistant general chairman, secretary-treasurer, Burlington Northern; and Leo T. Davies, general chairman, Milwaukee Road. In the third row is Walter W. Altus, Jr., BofRS vice president.

BofRS Vice President M. B. "Pete" Frye (standing) presented a one-day training session on the handling of claims and grievances.

we must accept responsibility for proving our charges when we make them. Guilt by accusation will not be accepted by a referee. The rule was well stated by Referee Coburn in Third Division Award No. 12415:

"As to the second question, the petitioner has the burden of showing by evidence of probative value that the track supervisor did, in fact, supervise the actual work performed by the laborers. The undisputed fact that he was present is not sufficient. Nor is it enough merely to assert that he did; particulary where, as here, the assertion is denied."

That statement sets out two things; that is, it clearly says who has the responsibility for presenting evidence and what that evidence must be in the case of a scope rule violation.

Probably the simplest cases in which to meet one's burden of proof are those in which the agreement rules are completely clear or those in which only one interpretation would make sense. For example, if the rule provides that the railroad will pay the lowest rated employe a certain amount for straight time work, then it is clear that no employe under the agreement can be paid less.

Similarly to you and me, it is clear what a signalman must be paid if he is called under a minimum call rule; but it is not necessarily clear to a referee. To a referee the record would first have to show that he was

BofRS Secretary-Treasurer W. D. "Dink" Best described the computer system that will be operational at Grand Lodge Headquarters about the first of next year.

actually called; then it would be necessary to show such things as his regular assigned hours and work days, the time at which he was called, how long he was on duty if longer than the minimum call time, and his straight time rate of pay. Why? Because, while you and I and the railroad officials know these things, a referee does not, and the only way he will learn them is by our showing them.

The next question is: How do we show the things necessary to convince a referee?

First, and in most instances all that is necessary on the part of the local chairman is that he must state, in writing, all of the pertinent facts. Anything stated as a fact and not denied by the railroad will generally be accepted as fact.

Next, if a certain rule has been applied in a certain way over a long period of time, and if that application is not in conflict with the rule, then it might be said that such application, sometimes called the practice of the parties, has indicated their intent and understanding as to the meaning of the rule. Practice often helps a referee in finding an interpretation and making an application of a rule.

Practice is helpful where there is an unclear rule; it cannot be used to establish a rule where none existed.

Another aid might be past interpretations and applications of the same or similar rules in the same agreement, that is, prior awards. Of course, such prior interpretation can also be contrary to our position, in which case it would serve only to weaken our position, but if it really supports us, we should use it.

What evidence is needed to support our position in a claim against a railroad? First, it must be substantial evidence, that is, something real, something solid, something of importance. Referring again to the matter of a discipline proceeding against our members, we would and do demand that the railraods show such evidence before being allowed to administer discipline, and we must expect to be required to show evidence before a referee will administer "discipline" against a railroad. Substantial evidence has been defined in many places including a number courts. A typical definition is:

"Substantial evidence is more than a mere scintilla. It means such relevant evidence as a reasonable mind might accept as adequate to support a conclusion."

Evidence may take a number of forms such as affidavits, copies of time rolls, expense reports, etc., but the best evidence is a good agreement rule that requires what you are claiming, without need for explanation. The unfortunate thing is that our rules are interpreted by referees who do not know our craft

and who therefore require explanations for almost every rule.

A lot of judgment must go into every case so that those things which help the case will be adequately presented. At the same time we must not present irrelevant material because that can either confuse the referee, who assumes that everything we present has a real meaning, or if the referee can see that there is no real connection in some of our material, he might well assume that all of our material is suspect.

There are two primary reasons why we lose claims. The first is the lack of evidence. The second is reading our agreement rules so that they seem to say what we would like them to say, not ncessarily what we have written into them. Each is a deadly fault.

The primary purpose of these comments is to bring to your attention the need for supplying evidence supporting our agreement violation claims and to urge each of you to do all you can to place such evidence into the record of handling of each and every claim. This includes promptly responding to a call from your general chairman when he requests further evidence.

No general chairman or grand lodge officer ever requests information unless he sincerely believes that it may be of importance and in support of our position in a claim. To have such information may well be the thing necessary to obtain a sustaining award; not having it may very well cause a loss. We all need winners; let's do what we must to get them.

John E. Hansen, BofRS director of research, discussed the FRA signal rules, standards & instructions, as well as the operation of the Hours of Service Act upon Signalmen. He answered many questions from the floor concerning Hours of Service, especially as it relates to a Signalman working at night on trouble calls.

Walter W. Altus, Jr., BofRS vice president, discussed the problems associated with Signalmen having to prove their cases at the National Railroad Adjustment Board. Getting all the facts in the record is most important to being able to prove your claim with a referee.

Signalmen hold Iowa meeting

Vice President Witt B. Harwell, Jr., chaired the Des Moines regional meeting.

Signalmen attended a midwestern regional meeting on June 17 at Des Moines, IA. BofRS President R. T. Bates, reviewed the wage and fringe benefit negotiations then in progress. He said the negotiators had to keep in mind that the Carter Administration had made a point of urging unions to agree on non-inflationary wage raises, yet unions represent only 23% of the work force. In discussing legislative activity, Bates said that an amendment to the Bankruptcy Act has been proposed in the Senate that would allow trustees of a bankrupt railroad to set aside work rules and working conditions. The bankruptcy court would decide any issues that came up. Thus, for railroads in bankruptcy, Section 6 of the Railway Labor Act would apply only to wages. Rail unions will fight to keep this amendment from being passed. Also, Bates said that if the Federal Railroad Administration's signal rules, standards & instructions were complied with by the carriers, there would be plenty of work for signalmen.

Secretary-Treasurer W. D. Best described the computer system that will be installed at Grand Lodge about October 1. The active file will contain much information about members. Information flow between Grand Lodge and local lodges, will be improved by the computer. Also, address changes can be made more quickly which should speed delivery of information and The Signalman's Journal to members.

Vice President M. B. Frye urged members to write to their Senators requesting them to vote for labor law reform.

Vice President Walter Altus reported on activities at the National Railroad Adjustment Board and the status of Signalmen's cases. The number of cases coming to Grand Lodge is falling, which may indicate that a better job is being done by local and general chairmen to settle claims and grievances on the property. Altus said it is vital for members to get good and enough information into the record. If the case goes to the NRAB, a referee needs much good data to work with.

W. W. Lauer, grand lodge representative, spoke on the need for continuing support for the Signal-

W. D. Best (at podium) BofRS secretary-treasurer, described the new computer system to be installed at Grand Lodge Headquarters this fall. At his left is President Tom Bates.

BofRS President R. Thomas Bates brought members up-to-date on current events affecting Signalmen. Also at the head table (left to right) are: W. W. Lauer, grand lodge representative; M. B. Frye, vice president; W. B. Harwell, Jr., vice president; Bates; W. D. Best, secretary-treasurer; and W. W. Altus, Jr., vice president.

Vice President M. B. "Pete" Frye (standing right) urged members to write their Senators asking them to vote for labor reform, which would remove inequities now in operation.

men's Political League. Also, he urged members to write to their Congressmen.

Director of Research John E. Hansen, urged members to make the FRA signal tests and be sure that the man making the test signs the report form. Even though the forms are furnished by the railroad, the information required is to meet FRA rules, standards & instructions.

When discussing the Federal Employers' Liability Act, attorney Frank Petro said that 7% of the men killed or injured receive some 70% of the money paid out in claims by the carriers. These 7% seek the help of attorneys skilled in FELA work. Also, there is a 3-year statute of limitations for filing claims under FELA.

William T. Liddell, attorney, urged members not to move hastily when injured. Getting proper medical treatment and a second doctor's opinion can be a wise move on the part of the injured party. Make use of FELA attorneys, especially because a claim statement is not an accident report, and an injured man should be aware of this difference so as not to settle for less than he is entitled to.

Cliff W. Ratner, attorney, suggested that an injured man should get an attorney who can investigate the accident, get witness' statements and prepare a proper claim for him. Get legal advice, but do not wait until 6 months or so after the accident. Witnesses tend to forget as time passes; so immediate contact

Walter W. Altus, Jr., BofRS vice president, discussed the need for getting all the facts on the property when filing claims and grievances.

W. W. Lauer, BofRS grand lodge representative, described the work of the Signalmen's Political League and the need for strong support through members' voluntary contributions.

John E. Hansen, BofRS director of research, stressed the importance of members making the FRA signal RS&I tests even though the forms for such tests are furnished by the railroads. The tests are to meet federal government rules.

FELA attorneys offer help to injured members

Frank Petro of Henslee, Monek & Henslee

Cliff Ratner of Ratner, Mattox, Ratner, Ratner & Barnes

William T. Liddel of Norman R. Jones Law Firm

with an FELA-experienced attorney may be most beneficial.

Kenneth J. Zoll, assistant to labor member, Railroad Retirement Board, presented information concerning benefits paid to Signalmen. During the last fiscal year, retired signalmen, their dependents and survivors received about $40 million in retirement and survivor benefits. When the fiscal year ended, there were 4,400 retired signalmen on the Board's rolls. Some 2,000 of these annuitants were also receiving supplemental annuities and 2,500 had spouses on the rolls.

An estimated 200 Signalmen retired directly from the railroad industry in the fiscal year. The average regular annuity awarded to them was almost $600 per month. The average supplemental annuity awarded was $42 and annuities awarded to their wives averaged $315. Survivor annuities awarded to widows of Signalmen averaged $300 per month.

These amounts will rise on July 1 when automatic cost-of-living increases become payable. On July 1, the Tier 1 portions of employee and spouse annuities will increase 6.5%. A separate 2.1% cost-of-living increase will be made in their Tier 2 benefits. In most cases, the entire amount of survivor annuities will be increased by 6.5%.

In the 1976-77 benefit year, 1,300 Signalmen were paid $1.5 million in unemployment and sickness benefits. Unemployment benefits averaged $1,100 per beneficiary and sickness benefits were $1,000.

H. R. Bird, director railroad safety, FRA Kansas City area subregion, described a task force approach to railroad safety. A task force made up of safety inspectors from his office covering operations, equipment, track, signals & train control have made inspections on individual railroads. By concentrating on those roads with the worst safety records, Bird said they were able to get the FRA safety message through to management. The FRA goal is compliance with the federal rules and regulations. He said this task force approach his proved very successful.

S. H. Stotts, signal & train control specialist, said that the safety regulations will be enforced regardless of the financial condition of the railroads. Also, he reported that in the last fiscal year, FRA has collected more money in penalties than were collected in previous years, even back to 1937. Signal & train control inspectors have taken a training course to provide for uniform enforcement of the signal RS&I. FRA, he said, expects a stronger set of regulations following the general inquiry in the signal RS&I set for November of this year. Stotts also reported that false-proceed failures are again on the roller coaster with 101 failures in 1972, a rise to 346 in 1976 and 120 false-proceed failures for the first 7 months of 1978. Vandalism is becoming an increasingly large factor in false proceed failures. Other major causes are tilted relays, and bad track circuits, especially with fouling sections.

William Dent, assistant vice president, Provident Life & Accident Insurance, stressed the importance of seeing a doctor as soon as possible. Also, he urged members to read the Provident booklet for complete information on how to file claims. Knowledge of claim filing is most important.

Merrill Phillips, secretary claims department, The Travelers Insurance companies, briefly described his company's plan. Again, the point was stressed in the proper filing for claims. He suggested that if 4 weeks pass between the filing of a claim and no check is received, call the Travelers and alert them.

Following the meeting, a social hour and luncheon was hosted by three FELA attorney firms: Henslee, Monek & Henslee; Ratner, Mattox, Ratner, Ratner & Barnes; and Norman R. Jones.

(Please turn to page 33)

MEDIATION AGREEMENT

THIS AGREEMENT, made this 27th day of July, 1978, by and between the participating carriers listed in Exhibit A, attached hereto and made a part hereof, and represented by the national Carriers' Conference Committee, and the employees of such carriers shown thereon and represented by the Brotherhood of Railroad Signalmen, witnesseth:

IT IS HEREBY AGREED:

ARTICLE I–GENERAL WAGE INCREASES

Section 1–First General Wage Increase

Effective April 1, 1978, all hourly, daily, weekly, monthly and piece work rates of pay in effect on March 31, 1978, for employees covered by this Agreement shall be increased in the amount of 3 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of cost-of-living allowance which remained in effect after a portion of the allowance was incorporated into basic rates pursuant to Article II, Section 1(d) of the Agreement of January 29, 1975 will not be included with basic rates in computing the amount of this increase.

Section 2–Second General Wage Increase

Effective October 1, 1978, all hourly, daily, weekly, monthly and piece work rates of pay in effect on September 30, 1978, for employees covered by this Agreement shall be increased in the amount of 2 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of cost-of-living allowance which remains in effect after a portion of the allowance was incorporated into basic rates pursuant to Article II, Section 1(f) hereof will not be included with basic rates in computing the amount of this increase.

Section 3–Third General Wage Increase

Effective July 1, 1979, all hourly, daily, weekly, monthly and piece work rates of pay in effect on June 30, 1979, for employees covered by this Agreement shall be increased in the amount of 4 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(f) hereof, will not be included with basic rates in computing the amount of this increase.

Section 4–Fourth General Wage Increase

Effective July 1, 1980, all hourly, daily, weekly, monthly and piece work rates of pay in effect on June 30, 1980, for employees covered by this Agreement shall be increased in the amount of 5 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(f) hereof, will not be included with basic rates in computing the amount of this increase.

Section 5–Application of Wage Increases

The increases provided for by Sections 1 through 4 above shall be applied as follows:

(a) **Hourly Rates**—Add the specified percent to the existing hourly rates of pay. Round the resulting hourly rates to the nearest whole cent: Fractions less than one-half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

(b) **Daily Rates**—Add the specified percent to the existing daily rates of pay.

(c) **Weekly Rates**—Add the specified percent to the existing weekly rates of pay.

(d) **Monthly Rates**—Add the specified percent to the existing monthly rates of pay.

(e) **Piece Work**—Adjustment of piece work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply.

(f) **Deductions**—Insofar as concerns deductions, which may be made from the rates resulting from the increases herein granted, under Section 3(m) of the Fair Labor Standards Act of 1938, they may continue to be made to the extent that such deductions were being legally made as of August 31, 1941.

(g) **Application of Wage Increases**—The increases in wages provided for in this Article I shall be computed in accordance with the wage or working conditions agreement in effect between each carrier and its employees represented by the Brotherhood of Railroad Signalmen, and in instances where fixed daily, weekly, or monthly rates are paid for all services rendered, the increases in wages shall be applied in such manner as will give effect to the number of hours used in fixing said rates and to the equivalent hours for special allowances included in said rates. Overtime hours will be computed in accordance with the individual schedules for all overtime hours paid for. Special allowances not included in said rates will not be increased.

(h) Wage rates resulting from the increases provided for in this Article I, and in Section 1(f) of Article II, will not be reduced under Article II.

ARTICLE II–COST-OF-LIVING ADJUSTMENT

Section 1–Amount and Effective Dates of Cost-of-Living Adjustments

(a) A cost-of-living adjustment increase of 19 cents per hour, based upon the increase in the Consumer Price Index (old series) between March 1977 and September 1977, will be made effective as of January 1, 1978. The amount of such adjustment will be added to the cost-of-living allowance of 15 cents per hour which became effective December 31, 1977 resulting from incorporation into basic rates of 16 cents per hour effective that date, as provided in Article II, Section 1(d) (iii) of the 1975 General Wage Increase Agreement and the Letter of Understanding of September 6, 1977 as to the amount to be so incorporated. As a result of such adjustment, the cost-of-living allowance effective January 1, 1978 will be 34 cents per hour.

(b) A further cost-of-living adjustment increase of 19 cents per hour, based upon the increase in the Consumer Price Index between September 1977 (old series) and March 1978 (using the old series CPI for September-December 1977 and the new CPI-W identified in paragraph (c) below for January-March 1978), will be made effective as of July 1, 1978. The amount of such adjustment will be added to the cost-of-living allowance of 17 cents per hour which will become effective as of June 30, 1978 resulting from incorporation into basic rates of 17 cents per hour of the cost-of-living allowance effective that date, as provided in paragraph (f) (i) below. As result of such adjustment, the cost-of-living allowance effective July 1, 1978 will be 36 cents per hour.

(c) The cost-of-living allowance resulting from the adjustments provided for in paragraphs (a) and (b) above will subsequently be adjusted, in the manner set forth in and subject to all the provisions of paragraphs (g) and (h) below, on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers (Revised series) (CPI-W)" (1967 = 100), U.S. Index, all items—unadjusted, as published by the Bureau of Labor Statistics, U.S. Department of Labor, and hereinafter referred to as the BLS Consumer Price Index. The first such cost-of-living adjustment shall be made effective January 1, 1979, based (subject to paragraph (g) (i) below) on the BLS Consumer Price Index for September 1978 as compared with the index of 189.7 for March 1978. Such adjustment and further cost-of-living adjustments will be made effective the first day of each sixth month thereafter based on the change in the BLS Consumer Price Index during the respective measurement periods shown in the following table subject to the exception in paragraph (g) (ii) below, according to the formula set forth in paragraph (h) below:

Measurement Periods				Effective Date of Adjustment (3)	
Base Month (1)		Measurement Month (2)			
March	1978	September	1978	January	1, 1979
September	1978	March	1979	July	1, 1979
March	1979	September	1979	January	1, 1980
September	1979	March	1980	July	1, 1980
March	1980	September	1980	January	1, 1981

(d) While a cost-of-living allowance is in effect, such cost-of-living allowance will apply to straight-time, overtime, vacations, holidays and to special allowances and arbitraries in the same manner as basic wage adjustments have been applied in the past.

(e) The amount of cost-of-living allowance, if any, which will be

effective from one adjustment date to the next may be equal to, or greater or less than, the cost-of-living allowance in effect in the preceding adjustment period.

(f) (i) Effective as of June 30 and December 31 of each year, 50% of the cost-of-living allowance then in effect will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 50%.

(ii) If as of June 30 or December 31 of any year prior to the incorporation referred to in subparagraph (i) the amount of cost-of-living allowance in effect should be an odd number of cents, the amount which will be rolled into basic rates of pay will be the number of whole cents next above 50% of the amount of the cost-of-living allowance then in effect, and the cost-of-living allowance will be reduced by that amount.

(iii) The provisions of this paragraph (f) will have no effect on the amount of cost-of-living allowance in effect as of March 31, 1981. Disposition of that allowance or any portion thereof will remain for handling in connection with notices which may be served on or after January 1, 1981.

(g) **Cap.** (i) In calculations under paragraph (h) below, the maximum increase in the BLS Consumer Price Index (C.P.I.) which will be taken into account will be as follows:

Effective Date of Adjustment (1)	Maximum C.P.I. Increase Which May Be Taken into Account (2)
January 1, 1979	4% of March 1978 CPI
July 1, 1979	8% of March 1978 CPI, less increase from March to September 1978
January 1, 1980	4% of March 1979 CPI
July 1, 1980	8% of March 1979 CPI, less increase from March to September 1979
January 1, 1981	4% of March 1980 CPI

(ii) If the increase in the BLS Consumer Price Index from the base month of March 1978 to the measurement month of September 1978, or from the base month of March 1979 to the measurement month of September 1979, exceeds 4% of the March base index, the measurement period which will be used for determining the cost-of-living adjustment to be effective the following July 1 will be the twelve-month period from such base month of March; the increase in the index which will be taken into account will be limited to that portion of increase which is in excess of 4% of such March base index, and the maximum increase in that portion of the index which may be taken into account will be 8% of such March base index less the 4% mentioned in the preceding clause, to which will be added any residual tenths of points which had been dropped under paragraph (h) below in calculation of the cost-of-living adjustment which will have become effective the January 1 during such measurement period.

(iii) Any increase in the BLS Consumer Price Index from the base month of March 1978 to the measurement month of March 1979 in excess of 8% of the March 1978 base index, or from the base month of March 1979 to the measurement month of March 1980 in excess of 8% of the March 1979 base index, will not be taken into account in the determination of subsequent cost-of-living adjustments.

(h) **Formula.** The number of points change in the BLS Consumer Price Index during a measurement period, as limited by paragraph (g) above, will be converted into cents on the basis of one cent equals 0.3 full points. (By "0.3 full points" it is intended that any remainder of 0.1 point or 0.2 point of change after the conversion will not be counted.)

The cost-of-living allowance of 18 cents per hour which will become effective December 31, 1978 as result of application of paragraph (f) (i) will be adjusted (increased or decreased) effective January 1, 1979 by the whole number of cents produced by dividing by 0.3 the number of points (including tenths of points) change, as limited by paragraph (g) above, in the BLS Consumer Price Index during the measurement period from the base month of March 1978 to the measurement month of September 1978. Any residual tenths of a point resulting from such division will be dropped. The result of such division will be added to the amount of the allowance which will have become effective December 31, 1978 if the Consumer Price Index will have been higher at the end than at the beginning of the measurement period, and subtracted therefrom only if the index will have been lower at the end than at the beginning of the measurement period.

The same procedure will be followed in applying subsequent adjustments.

(i) Continuance of the cost-of-living adjustments is dependent upon the availability of the official monthly BLS Consumer Price Index (CPI-W) calculated on the same basis as such Index, except that, if the Bureau of Labor Statistics, U.S. Department of Labor, should during the effective period of this Agreement revise or change the methods or basic data used in calculating the BLS Consumer Price Index in such a way as to affect the direct comparability of such revised or changed index with the CPI-W Index during a measurement period, then that Bureau shall be requested to furnish a conversion factor designed to adjust the newly revised index to the basis of the CPI-W Index during such measurement period.

Section 2—Application of Cost-of-Living Adjustments

In application of the cost-of-living adjustments provided for by Section 1 of this Article II, the cost-of-living allowance will not become part of basic rates of pay except as provided in Section 1(f). Such allowance will be applied as follows:

(a) **Hourly Rates**—Add the amount of the cost-of-living allowance to the hourly rate of pay produced by application of Article I and by Section 1(f) of this Article II.

(b) **Daily Rates**—Determine the equivalent hourly rate by dividing the established daily rate by the number of hours comprehended by the daily rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the daily rate shall be added to the daily rate produced by application of Article I and by Section 1(f) of this Article II.

(c) **Weekly Rates**—Determine the equivalent hourly rate by dividing the established weekly rate by the number of hours comprehended by the weekly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the weekly rate shall be added to the weekly rate produced by application of Article I and by Section 1(f) of this Article II.

(d) **Monthly Rates**—Determine the equivalent hourly rate by dividing the established monthly rate by the number of hours comprehended by the monthly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the monthly rate shall be added to the monthly rate produced by application of Article I and by Section 1(f) of this Article II.

(e) **Piece Work**—Adjustment of piece-work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece-work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply.

(f) Minimum Daily Increases—The increases in rates of pay produced by the cost-of-living allowances described in paragraphs (a) to (e), inclusive, shall be not less than eight times the applicable cost-of-living allowance per hour for each full time day of eight hours, required to be paid for by the rules agreement. In instances where under the existing rules agreement an employee is worked less than eight hours per day, the increase will be determined by the number of hours required to be paid for by the rules agreement.

(g) **Application of Wage Increases**—The increases in wages produced by application of the cost-of-living allowances shall be computed in accordance with the wage or working conditions agreement in effect between each carrier and its employees represented by the Brotherhood of Railroad Signalmen, and in instances where fixed daily, weekly, or monthly rates are paid for all services rendered, the cost-of-living allowances shall be applied in such manner as will give effect to the number of hours used in fixing said rates and to the equivalent hours for special allowances included in said rates. Overtime hours will be computed in accordance with the individual schedules for all overtime hours paid for. Special allowances not included in said rates will not be increased.

ARTICLE III—VACATIONS

Insofar as applicable to the employees covered by this Agreement who are also parties to the Vacation Agreement of December 17, 1941, as amended, that Agreement is further amended effective January 1, 1979, by substituting the following Article 1(c) and (d) for the corresponding provisions contained in Section 1 of Article III of the Agreement of November 16, 1971:

(c) Effective with the calendar year 1979, an annual vacation of fifteen (15) consecutive work days with pay will be granted to each

employee covered by this Agreement who renders compensated service on not less than one hundred (100) days during the preceding calendar year and who has nine (9) or more years of continuous service and who, during such period of continuous service renders compensated service on not less than one hundred (100) days (133 days in the years 1950-1959 inclusive, 151 days in 1949 and 160 days in each of such years prior to 1949) in each of nine (9) of such years, not necessarily consecutive.

(d) Effective with the calendar year 1979, an annual vacation of twenty (20) consecutive work days with pay will be granted to each employee covered by this Agreement who renders compensated service on not less than one hundred (100) days during the preceding calendar year and who has eighteen (18) or more years of continuous service and who, during such period of continuous service renders compensated service on not less than one hundred (100) days (133 days in the years 1950-1959 inclusive, 151 days in 1949 and 160 days in each of such years prior to 1949) in each of eighteen (18) of such years, not necessarily consecutive.

ARTICLE IV–HEALTH AND WELFARE BENEFITS; EARLY RETIREMENT MAJOR MEDICAL EXPENSE BENEFITS; AND DENTAL BENEFITS.

PART A. HEALTH AND WELFARE BENEFITS

Section 1. Continuation of Plan. The benefits now provided under The Railroad Employees National Health and Welfare Plan, modified as provided in Sections 2 and 3 below, will be continued subject to the provisions of the Railway Labor Act, as amended. Contributions to the Plan will be offset by the expeditious use of such amounts as may at any time be in Special Account A or in one or more special accounts or funds maintained by the insurer in connection with Group Policy Contract GA-23000, and by the use of funds held in trust that are not otherwise needed to pay claims, premiums or administrative expenses which are payable from trust. Detailed contract language specifying the new benefits and the changes in existing benefit and eligibility provisions is to be worked out by the Joint Policyholder Committee with the insurer.

Section 2. Benefit Changes. The following benefit changes will be made effective as of January 1, 1979:

a. **Alcoholism Treatment.** For treatment of alcoholism of an employee which has been diagnosed as such by the employee's attending physician, as a result of which the employee is confined at an approved treatment center which provides medical and therapeutic treatment for alcoholism under a program approved by both the attending physician and the insurer, on an in-patient basis requiring full-time participation by the patient, and certain evaluation, diagnostic and counseling services: a benefit will be provided to cover charges by the treatment center for room and board, care and treatment, exclusive of custodial care, up to $50 per day for not more than 31 days per calendar year with a lifetime maximum of $3,000.

b. **Ambulatory Surgical Centers.** Charges incurred by an employee or dependent for services rendered and supplies furnished by an approved ambulatory surgical center within the time limits and for the purposes specified in the out-patient expense provisions of the plan shall be treated as if they were hospital out-patient expenses.

c. **Second Surgical Opinion.** A benefit will be provided to pay reasonable charges incurred by an employee or dependent for consultations (including the reasonable charges for laboratory and X-ray examinations and other diagnostic procedures in connection therewith) with one or more qualified specialist surgeons for additional opinions as to the medical necessity for the performance of a recommended surgical procedure for which benefits are payable under the surgical expense benefits provisions of the Plan, provided the consultant surgeon examines the patient and furnishes the insurer either copy of his written report to the patient or a written report setting forth his opinion.

d. **Pre-Admission Testing.** Charges incurred by an employee or dependent in connection with pre-admission testing ordered by a physician will be covered as hospital in-patient expenses provided such tests are related to the performance of scheduled surgery in connection with a confirmed hospital admission, and (i) the person involved is subsequently admitted to the hospital as a resident in-patient unless the scheduled confinement is cancelled or postponed because of the unavailability of a bed or a change in his condition which precludes surgery or (ii) the surgery is performed in an out-patient facility (which may be an ambulatory surgical center) unless there is a change in the patient's condition which precludes surgery.

e. **Surgical Expense Benefit.** The maximum basic benefit for a surgical procedure will be increased from $650 to $1,000; the maximum allowance for administration of anesthetics will be increased from $162.50 to $250; and the $650 E Surgical Schedule will be replaced by a $1,000 E Surgical Schedule.

f. **Hospital Miscellaneous Benefit.** The provision for reimbursement for hospital charges for medical care and treatment (other than charges for room and board, nurses', and physicians' and surgeons' fees), and the excess of charges for intensive care in an intensive care unit over the amount payable otherwise, shall be increased from "not more than $1,000 plus 80% of the excess over $1,000," to "not more than $2,000 plus 80% of the excess over $2,000."

g. **Out-Patient Expense Benefit,** and **Supplemental Out-Patient Medical Expense Benefit.** The provision for reimbursement for hospital out-patient expenses, and the supplemental out-patient medical expense benefit provision, covering certain emergency medical care and treatment on account of accidental bodily injuries and additional subsequent medical care and treatment in connection with such emergency care, and medical care and treatment in connection with surgical operations, will be increased to provide for reimbursement for such expenses in full on a reasonable and customary basis (an increase from the maximum of $100 plus 80% of the excess over $100).

h. **Ambulance Benefit.** Necessary ambulance charges for transportation to and from hospital for an employee or dependent who is confined as a hospital in-patient, or who receives out-patient care of a nature referred to in g. above in a hospital, will be provided in full on a reasonable and customary basis (an increase from the maximum of $25 for such benefit).

i. **Physician's Fee Benefit.**

(i) The maximum amount payable on behalf of an employee or dependent for physician charges for visits while the employee or dependent is confined as a hospital in-patient will be increased from $6.00 to $10.00 per day of such confinement, and the maximum so payable during any one period of hospital confinement will be increased from $2,190 to $3,650.

(ii) The maximum amount payable for physicians' office visits by an employee shall be increased from $6.00 to $10.00, and for home visits from $7.50 to $12.00, per visit limited as at present to one home or office visit per day and a maximum of 180 such visits in a 12-month period; no benefit payable for the first visit on account of injury or the first three visits on account of sickness.

j. **Major Medical Expense Limit Benefit.** A provision will be added to the major medical expense benefit section of the Plan to the effect that if in a calendar year a covered employee or dependent has incurred expenses not otherwise reimbursed under the Plan which aggregate $2,000 including (i) the individual's cash deductible and (ii) the individual's 20% share of coinsurance under the hospital miscellaneous benefits and major medical expense benefit provisions, all further "covered expenses" of that individual in that calendar year which would otherwise come under the 80%/20% coinsurance provisions will instead be reimbursed under the major medical expense benefit provisions on a 100% basis. The four exclusions in the major medical expense benefit section will apply to this benefit.

k. **Living Tissue Donor Benefit.** Benefit will be provided for the living donor of an organ or tissue to an employee or dependent covered by The Railroad Employees National Health and Welfare Plan, with respect to the donation involved, on the same basis as if the donor were himself an employee covered by the Policy Contract to the extent such donor is not covered under any other health insurance program.

Section 3. Eligibility. The provision under which a new employee becomes a Qualifying Employee, and may become insured and eligible for benefits, on the first day of the first calendar month starting after such employee has completed 30 continuous days during which he has maintained an employment relationship, will be changed to provide that a new employee (employed on or after August 1, 1978) will become a qualifying employee on the first day of the first calendar month starting after such employee has completed 60 continuous days during which he has maintained an employment relationship.

Section 4. Restructuring. The parties to this Agreement will seek to work out with the insurer reasonable and practicable arrangements designed to decrease federal income taxes payable by the insurer in

connection with the Plan, to decrease the insurer's reserves for its liabilities under the Plan, or otherwise to lessen the cost of maintaining the Plan without decreasing the benefits or services that the Plan provides.

PART B. EARLY RETIREMENT MAJOR MEDICAL EXPENSE BENEFIT

Section 1. Establishment and Effective Date. The railroads will establish an Early Retirement Major Medical Benefit Plan to provide specified major medical expense benefits for certain retired or disabled railroad employees and their dependents, to become effective August 1, 1978 and to continue subject to the provisions of the Railway Labor Act, as amended, according to the following provisions:

a. **Employees Eligible:**

(i) **Age.** An employee who, on or after July 1, 1978, retires at or after 61 years of age under the 60/30 provisions of the Railroad Retirement Act of 1974, if immediately prior to the date he retired he was covered for employee or dependent health benefits under The Railroad Employees National Health and Welfare Plan and had a current connection with the railroad industry.

(ii) **Disability.**

(a) An employee of a non-hospital association railroad who on or after July 1, 1978 and at or after age 61 was receiving employee health benefits (or still eligible for such benefits under the disability waiver provisions) under The Railroad Employees National Health and Welfare Plan, and who meets the requirements of subparagraph (c) below.

(b) An employee of a hospital association railroad who would have met the requirements of subparagraph (a) above in full if he had been an employee of a non-hospital association railroad, and who meets the requirements of subparagraph (c) below.

(c) To be eligible as a disabled employee, an employee must, in addition to fulfilling the requirements of subparagraph (a) or subparagraph (b) above, —

(1) solely because of his disability be prevented from working in his regular occupation;

(2) be entitled to an annuity by reason of disability under the Railroad Retirement Act of 1974; however, he need not have filed application for disability annuity under the Railroad Retirement Act if he is receiving sickness benefits under the Railroad Unemployment Insurance Act, but when he is no longer receiving such sickness benefits if he does not apply for such disability annuity his eligibility under the Plan will terminate;

(3) have had a current connection with the railroad industry on the date immediately prior to the date on which he became entitled to such disability annuity; and

(4) have had by his eligibility date of total period, consisting of his railroad service prior to the onset of such disability plus the period of such disability itself, totaling not less than 30 years.

b. **Dependents Eligible:** Spouse and dependent children of eligible employees who are within definition of "dependent" in The Railroad Employees National Health and Welfare Plan.

c. **Scope of Coverage:**

(i) Eligible employees of non-hospital association railroads, and, to the extent provided in Section 3, of hospital association railroads.

(ii) Dependents of eligible employees of either hospital association or non-hospital association railroads.

d. **Duration of Coverage:**

(i) Coverage for all covered employees and dependents will begin when the employee becomes eligible under paragraph a., but not earlier than the effective date, and except that an employee's or dependent's coverage will not begin earlier than such employee's or dependent's eligibility for benefits under The Railroad Employees National Health and Welfare Plan ceases.

(ii) Coverage for covered employees will terminate on the earlier of —

(a) The date the employee becomes eligible for Medicare (even though his coverage may not yet have begun, e.g., if a disabled employee becomes eligible for Medicare before he becomes eligible under paragraph a.), or

(b) The date the employee's Railroad Retirement annuity terminates.

(iii) Coverage for all dependents of an employee will terminate on the earlier of —

(a) The date the employee's coverage terminates for any cause other than (1) death or (2) eligibility for Medicare by reason of disability, or

(b) If the employee predeceases dependent(s), or becomes eligible for Medicare by reason of disability, the date the employee would have become eligible for Medicare by reason of age if he had not died.

(iv) Coverage for any dependent will terminate if such individual dependent, while covered, —

(a) becomes eligible for Medicare, or

(b) is no longer within the above-referred-to definition of independent, or

(c) is the widow or widower of a covered employee and remarries.

Note: As used in this paragraph d. **Duration of Coverage,** "Medicare" means the full measure of benefits under the Health Insurance for The Aged and Disabled Program under Title XVIII of the Social Security Act, as amended and as it may be further amended, which are normally available to an individual at age 65 or on general disability. Benefits under the Plan will be so adjusted to avoid duplication between Plan benefits and any other Medicare benefits.

e. **Plan:**

(i) **Elements:**

(a) Deductible: $100 per calendar year for each individual.

(b) Coinsurance proportions: 80/20, except 65/35 for out-of-hospital mental-nervous treatments.

(c) Lifetime benefit limit: $50,000 for each individual.

(ii) *Benefits:* Covered benefits will be benefits of the same categories as are covered major medical expense benefits under The Railroad Employees National Health and Welfare Plan.

(iii) The same Coordination of Benefits provisions as in Group Policy Contract GA-23000 will be included.

Section 2. Administration.

a. The railroads, which will be sole policyholder, will work out arrangements for the Plan to be administered and insurance thereunder to be provided by the same insurer as is handling those functions under The Railroad Employees National Health and Welfare Plan.

b. The railroads will work out with the insurer detailed contract language setting forth the eligibility and benefit provisions.

c. The insurer will furnish financial data, statistical and actuarial reports, and claim experience information to the organizations in the same detail and at the same time that it furnishes such data to the railroads.

d. Any dividends or retroactive rate refunds or credits will be paid into a special fund or account held by the insurer or into a trust established in connection with the Plan. Withdrawals may be made from such fund, account or trust only to provide or finance benefits.

Section 3. Employees of Hospital Association Railroads. Hospital association railroads will pay the respective hospital associations such portion of the cost of the plan as is attributable to coverage for retired employees (but not for their dependents) contingent on commitments* from the hospital associations to provide benefits similar to those provided by the plan to such retired employees of the respective railroads as meet the above eligibility requirements and were members of the hospital association. In absence of such a commitment, no payment such as provided for in this paragraph shall be made to the hospital association involved, and the employees involved will be regarded as employees of a hospital association railroad for purposes of eligibility for early retirement medical benefits but shall be provided such benefits under the national plan the same as employees of non-hospital association railroads. On a railroad on which the hospital association has furnished such a commitment, individual retired or disabled employees who had not been members of the hospital association or who had been such members but elected to leave the association on discontinuing active railroad service, or who forego association benefits, will not have an option of electing coverage under the national plan; nor on a railroad on which there has been no such commitment from the hospital association will individual employees have an option of electing hospital association coverage in place of coverage under the national plan.

*Including acceptance of the following obligation: If a hospital association having furnished the commitment referred to in Section 3 should subsequently withdraw such commitment, the employees involved will thereafter be provided their benefits under the national

plan as provided in the second sentence of Section 3. If any special contribution to the national plan is required to cover any liability which the hospital association may have incurred during the period it covered the employees involved (and while it was receiving the contribution identified in the first sentence of Section 3), which liability the national plan assumes by reason of the employees' coverage being transferred from the hospital association to the national plan, such special contribution will be made by the hospital association.

PART C. DENTAL BENEFITS

Section 1. Continuation of Plan. The benefits now provided under The Railroad Employees National Dental Plan, modified as provided in Sections 2 and 3 below, will be continued subject to the provisions of the Railway Labor Act, as amended. Detailed contract language specifying the changes in existing benefit and eligibility provisions is to be worked out by the Policy holder with the insurer.

Section 2. Benefit Changes. The following changes in the benefit area will be made effective as of November 1, 1978.

a. The maximum benefit (exclusive of any benefits for orthodontia) which may be paid with respect to a covered employee or dependent in any calendar year, including the calendar year 1978, will be increased from $500 to $750 for all expenses incurred on or after November 1, 1978.

b. A limit of $100 will be placed on the amount of the deductible per calendar year, including the calendar year 1978, to paid by all members of an employee's family, to apply as follows:

(i) Any covered individual who has incurred and paid $50 of covered dental expenses in a calendar year has met the deductible with respect to himself.

(ii) When a covered employee and/or any one or more of his defined dependents have collectively incurred and paid $100 of covered dental expenses, counting not more than $50 with respect to any individual, in a calendar year, the deductible has been met with respect to such employee and all his defined dependents.

c. Extended coverage will be provided for disabled, pregnant, furloughed and discharged or dismissed employees on exactly the same basis as under The Railroad Employees National Health and Welfare Plan.

Section 3. Orthodontia. No change will be made with respect to benefits for orthodontia, except for the extended coverage provision described in paragraph c. of Section 2 above.

PART D. GENERAL

National Health Legislation. In the event that national health legislation should be enacted, benefits provided under The Railroad Employees National Health and Welfare Plan, The Early Retirement Major Medical Benefit Plan, and The Railroad Employees National Dental plan with respect to a type of expense which is a covered expense under such legislation will be integrated so as to avoid duplication, and the parties will agree upon the disposition of any resulting savings.

ARTICLE V–JURY DUTY

Article IV—Jury Duty of the Agreement of November 16, 1971 is hereby amended to read as follows:

When a regularly assigned employee is summoned for jury duty and is required to lose time from his assignment as a result thereof, he shall be paid for actual time lost with a maximum of a basic day's pay at the straight time rate of his position for each day lost less the amount allowed him for jury service for each such day, excepting allowances paid by the court for meals, lodging or transportation, subject to the following qualification requirements and limitations:

(1) An employee must furnish the carrier with a statement from the court of jury allowances paid and the days on which jury duty was performed.

(2) The number of days for which jury duty pay shall be paid is limited to a maximum of 60 days in any calendar year.

(3) No jury duty pay will be allowed for any day as to which the employee is entitled to vacation or holiday pay.

(4) When an employee is excused from railroad service account of jury duty the carrier shall have the option of determining whether or not the employee's regular position shall be blanked, notwithstanding the provisions of any other rules.

(5)Except as provided in paragraph (6), an employee will not be required to work on his assignment on days on which jury duty:

(a) ends within four hours of the start of his assignment; or

(b) is scheduled to begin during the hours of his assignment or within four hours of the beginning or ending of his assigment.

(6) On any day that an employee is released from jury duty and four or more hours of his work assignment remain, he will immediately inform his supervisor and report for work if advised to do so.

This Article shall become effective thirty (30) days after the date of this Agreement except on such Carriers where the organization representative may elect to preserve existing rules or practices and so notify the authorized Carrier representative on or before such effective date.

ARTICLE VI–ENTRY RATES

Section 1–Service First 12-Months

Employees entering service on and after the effective date of this Article shall be paid as follows for all service performed within the first twelve (12) calendar months of service:

(a) For the first twelve (12) calendar months of employment, new employees shall be paid 90% of the applicable rates of pay (including COLA). However, an employee promoted to a higher class shall not be paid at a rate of pay lower than the rate he would have been paid had he remained in the lower class.

(b) When an employee has completed a total of twelve (12) calendar months of employment in any signal craft position (or combination thereof) the provisions of sub-paragraph (a) above will no longer be applicable. Employees who have had a signal craft employment relationship with the carrier and are rehired in a signal craft position will be paid at the full applicable rate after completion of a total of twelve (12) calendar months combined employment.

(c) Any calendar month in which an employee does not render compensated service due to voluntary absence, suspension, or dismissal shall not count toward completion of the twelve (12) month period.

(d) The reduced rates provided by this Article are not applicable to apprentices (assistants) or employees of the rank of signal mechanic (other than upgraded) or above.

Section 2–Preservation of Lower Rates

Agreements which provide for training or entry rates that are lower than those provided for in Section 1 are preserved. However, if such agreements provide for payment at a lower rate for less than the first twelve (12) calendar months of actual service, Section 1 of this Article will be applicable during any portion of that period in which such lower rate is not applicable.

This Article shall become effective 15 days after the date of this Agreement except on such carriers as may elect to preserve existing rules or practices and so notify the authorized employee representative on or before such effective date.

ARTICLE VII–OFF-TRACK VEHICLE ACCIDENT BENEFITS

Article IV (b) of the Agreement of April 21, 1969 is hereby amended to read as follows:

(b) **Payments to be Made:**

In the event that any one of the losses enumerated in subparagraphs (1), (2) and (3) below results from an injury sustained directly from an accident covered in paragraph (a) and independently of all other causes and such loss occurs or commences within the time limits set forth in sub-paragraphs (1), (2) and (3) below, the carrier will provide, subject to the terms and conditions herein contained, and less any amounts payable under Group Policy Contract GA-23000 of The Travelers Insurance Company or any other medical or insurance policy or plan paid for in its entirety by the carrier, the following benefits:

(1) **Accidental Death or Dismemberment**

The carrier will provide for loss of life or dismemberment occuring within 120 days after date of an accident covered in paragraph (a):

Loss of Life	$150,000
Loss of Both Hands	$150,000
Loss of Both Feet	$150,000
Loss of Sight of Both Eyes	$150,000
Loss of One Hand and One Foot	$150,000
Loss of One Hand and Sight of One Eye	$150,000
Loss of One Foot and Sight of One Eye	$150,000
Loss of One Hand or One Foot or Sight of One Eye	$ 75,000

"Loss" shall mean, with regard to hands and feet, dismemberment by severance through or above wrist or ankle joints; with regard to eyes, entire and irrecoverable loss of sight.

No more than $150,000 will be paid under this paragraph to any one employee or his personal representative as a result of any one

accident.

(2) **Medical and Hospital Care**

The carrier will provide payment for the actual expense of medical and hospital care commencing within 120 days after an accident covered under paragraph (a) of injuries incurred as a result of such accident, subject to limitation of $3,000 for any employee for any one accident, less any amounts payable under Group Policy Contract GA-23000 of The Travelers Insurance Company or under any other medical or insurance policy or plan paid for in its entirety by the carrier.

(3) **Time Loss**

The carrier will provide an employee who is injured as a result of an accident covered under paragraph (a) hereof and who is unable to work as a result thereof commencing within 30 days after such accident 80% of the employee's basic full-time weekly compensation from the carrier for time actually lost, subject to a maximum payment of $150.00 per week for time lost during a period of 156 continuous weeks following such accident provided, however, that such weekly payment shall be reduced by such amounts as the employee is entitled to receive as sickness benefits under provisions of the Railroad Unemployment Insurance Act.

(4) **Aggregate Limit**

The aggregate amount of payments to be made hereunder is limited to $1,000,000 for any one accident and the carrier shall not be liable for any amount in excess of $1,000,000 for any one accident irrespective of the number of injuries or deaths which occur in or as a result of such accident. If the aggregate amount of payments otherwise payable hereunder exceeds the aggregate limit herein provided, the carrier shall not be required to pay as respects each separate employee a greater proportion of such payment than the aggregate limit set forth herein bears to the aggregate amount of all such payments.

This Article will become effective 90 days after the date of this Agreement.

ARTICLE VIII–BEREAVEMENT LEAVE

Bereavement leave, not in excess of three calendar days, following the date of death will be allowed in case of death of an employee's brother, sister, parent, child, spouse or spouse's parent. In such cases a minimum basic day's pay at the rate of the last service rendered will be allowed for the number of working days lost during bereavement leave. Employees involved will make provision for taking leave with their supervising officials in the usual manner. Any restrictions against blanking jobs or realigning forces will not be applicable when an employee is absent under this provision.

This Article shall become effective thirty (30) days after the date of this Agreement except on such carriers where the organization representative may elect to preserve existing rules or practices and so notify the authorized carrier representative on or before such effective date.

ARTICLE IX–GENERAL PROVISIONS

Section 1–Court Approval

This Agreement is subject to approval of the courts with respect to participating carriers in the hands of receivers or trustees.

Section 2–Effect of this Agreement

(a) This Agreement is in settlement of the dispute growing out of notices served on the Carriers listed in Attachment A on or about January 1, 1977 (Wage-Fringe Benefit Notice), February 15, 1977 and August 15, 1977 (Health and Welfare-Dental Insurance) and the carriers' proposals dated March 8, 1978, and shall be construed as a separate agreement by and on behalf of each of said carriers and its employees represented by the organization signatory hereto, and shall remain in effect through March 31, 1981 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(b) Except as provided in paragrphs (c), (d), and (e), no party to this Agreement shall serve, prior to January 1, 1981 (not to become effective before April 1, 1981), any proposal for the purpose of changing the subject matter of the provisions of this Agreement or which relates to the subject matter of the provisions of this Agreement, the organization's notices specified in paragraph (a) above, or the carriers' proposals specified in paragraph (a) above and any proposals in pending notices relating to such subject matters are hereby withdrawn.

(c) During the term of this Agreement, pending proposals covering the following subject matter need not be withdrawn, and new proposals covering such subject matter may be served, and such pending or new proposals may be handled on a local basis within, but not beyond, the specified procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended:

Travel time and travel expenses (Item I of Attachment B to Brotherhood of Railroad Signalmen's January 1, 1977 notice)

(d) If a carrier party hereto proposes a merger or coordination or a major technological change, the organization may, in relation thereto, serve and progress proposals for changes in rates of pay on an individual position basis based upon increased duties and/or responsibilities by reason of such contemplated merger, coordination or major technological change.

NOTE: For purposes of this Agreement, a "major technological change" is one involving 5 or more employees subject to the pay provisions of the collective bargaining agreement between an individual railroad and the organization party to this Agreement.

(e) Proposals dealing with the following subjects are excepted from the provisions of this Article:

Supplemental sickness benefits

Reprinting of agreements

(f) During the term of this Agreement, proposals in pending notices covering subject matters not specifically dealt with in paragraphs (a), (b), (c) and (d) of this Article need not be withdrawn and new proposals covering such subject matters may be served, and such pending or new proposals may be progressed within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended.

(g) Where a notice is properly served pursuant to paragraphs (c) or (f) of this Article and arbitration is proffered by the National Mediation Board, such arbitration shall be held at the request of the organization on any proposal in the notice which is essentially local in character and is not a significant cost item to the carrier and on any reasonable (but not necessarily related) counter-proposals served by the carrier for concurrent handling.

Where the organization has requested arbitration and there is a dispute as to whether a proposal or a counterproposal is properly served or meets the applicable foregoing criteria for arbitration, such dispute shall be referred to a committee comprised of an equal number of representatives appointed by the National Carriers' Conference Committee and the Organization, plus a neutral member if needed, which will determine the matters in dispute.

If the parties are unable to select a neutral member to serve with the committee, either party may request the National Mediation Board to appoint such a neutral member. The salary and expenses of the neutral will be paid in accordance with existing law.

If the committee determines the proposal and counter-proposal, if any, to be arbitrable, such proposal or proposals will be disposed of on the property of the particular carrier under the arbitration provisions of the Railway Labor Act.

(h) This Article will not bar management and committees on individual railroads from agreeing upon any subject of mutual interest.

SIGNED AT WASHINGTON, D.C. THIS 27TH DAY OF JULY, 1978.

FOR THE EMPLOYEES REPRESENTED BY
THE BROTHERHOOD OF RAILROAD SIGNALMEN:

/s/ **R. T. Bates**
President

/s/ **W. D. Best**
Secretary-Treasurer

/s/ **C. S. Chandler**
Vice President

/s/ **Melvin B. Frye**
Vice President

/s/ **J. T. Bass**
Vice President

/s/ **W. W. Altus, Jr.**
Vice President

/s/ **J. W. Walsh**
Vice President

/s/ **John E. Platt**
Vice President

/s/ **W. B. Harwell**
Vice President

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT A:

/s/ **Charles I. Hopkins, Jr.**
Chairman

/s/ **C. F. Burch**

/s/ **A. E. Egbers**

/s/ **F. L. Elterman**

/s/ **G. L. Farr**

/s/ **G. H. Gilmer**

/s/ **C. E. Mervine, Jr.**

/s/ **George S. Paul**

/s/ **L. W. Sloan**

/s/ **Robert E. Upton**

Witness:

David H. Stowe

Chairman, National Mediation Board

NATIONAL RAILWAY LABOR CONFERENCE

CHARLES I. HOPKINS, Jr. Chairman

July 27, 1978

Mr. R. Thomas Bates
President
Brotherhood of Railroad Signalmen
Dear Mr. Bates:

This is to confirm our understanding that items B, C(1), D and E of the proposals served by railroads generally on or about March 8, 1978 for concurrent handling with the organization's proposals served at various times during 1977 (comprising NMB Case A-10219) are hereby withdrawn and that such items shall be considered as not having been served.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,
/s/ **Charles I. Hopkins, Jr.**
C. I. Hopkins, Jr.

I concur:
/s/ **R. T. Bates**
President
Brotherhood of Railroad Signalmen

NATIONAL RAILWAY LABOR CONFERENCE
CHARLES I. HOPKINS, Jr. Chairman
July 27, 1978
Mr. R. Thomas Bates
President
Brotherhood of Railroad Signalmen
Dear Mr. Bates:

This refers to our discussions about application of the April 21, 1969 National Agreement dealing with off-track vehicle accident coverage under specified circumstances.

It is understood that subject to the terms and conditions of that National Agreement this coverage applies to a signal employee when he is operating a company owned or leased vehicle unless that usage is contrary to authorization. An employee also is covered for use of his personal automobile, **while under pay,** in directly reporting for or directly returning from trouble calls after release from his normal tour of duty.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,
/s/ **Charles I. Hopkins, Jr.**
C. I. Hopkins, Jr.

I concur:
/s/ **R. T. Bates**
President
Brotherhood of Railroad Signalmen

NATIONAL RAILWAY LABOR CONFERENCE
CHARLES I. HOPKINS, Jr. Chairman
July 27, 1978

Mr. R. Thomas Bates
President
Brotherhood of Railroad Signalmen
Dear Mr. Bates:

This refers to the discussion during negotiation of Article VI — Entry Rates — of the July 27, 1978 national agreement in connection with coverage of upgraded signalmen and signal maintainers.

This confirms our understanding that entry rates do not apply to assistant signalmen or other employees while in a training program already containing step rates during specified periods of training, nor to such employees who are forced by agreement rules to accept positions as signalmen or signal maintainers before completion of such program.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,
/s/ **Charles I. Hopkins, Jr.**
C. I. Hopkins, Jr.

I concur:
/s/ **R. T. Bates**
President
Brotherhood of Railroad Signalmen

NATIONAL RAILWAY LABOR CONFERENCE
CHARLES I. HOPKINS, Jr. Chairman

July 27, 1978

Mr. R. Thomas Bates
President
Brotherhood of Railroad Signalmen
Dear Mr. Bates:

This is to confirm our understanding that effective 30 days after the date of the July 27, 1978 national agreement Section 1(b) of the November 19, 1976 Memorandum of Understanding on Hours of Service is hereby amended to read as follows:

(b) On any day on which application of the Hours of Service Law would prevent an employee from performing work during some or all of his regularly assigned hours, the carrier will have the right without payment of additional compensation to temporarily extend the employee's assigned quitting time to permit the employee to work a

full 8 hours, provided that such extension shall not exceed one hour. The number of such extensions shall not exceed four in each calendar month.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,
/s/ **Charles I. Hopkins, Jr.**
C. I. Hopkins, Jr.

I concur:
/s/ **R. T. Bates**
President
Brotherhood of Railroad Signalmen

EXHIBIT A
(Signalmen)

RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES DATED ON OR ABOUT JANUARY 10, 1977 OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS IN ACCORDANCE WITH ATTACHMENTS "A" AND "B" THERETO, AND NOTICES DATED ON OR ABOUT FEBRUARY 15, 1977 AND AUGUST 15, 1977 OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS PERTAINING TO HOSPITAL, SURGICAL AND MEDICAL BENEFITS AND GROUP LIFE INSURANCE (GROUP POLICY CONTRACT GA-23000) AND DENTAL BENEFITS (GROUP POLICY CONTRACT GP-12000) IN ACCORDANCE WITH ATTACHMENT "A" AND ATTACHMENT "B", RESPECTIVELY, SERVED ON RAILROADS GENERALLY BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE BROTHERHOOD OF RAILROAD SIGNALMEN, AND PROPOSALS SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

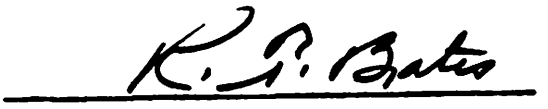
Subject to indicated footnotes, this authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to employees represented by the Brotherhood of Railroad Signalmen.

NOTE:—This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

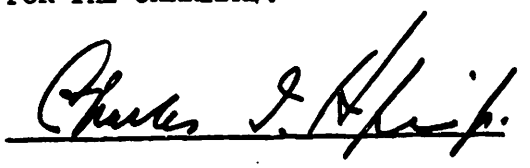
Akron, Canton & Youngstown Railroad Company
Alton & Southern Railway Company
Atchison, Topeka and Santa Fe Railway Company
#-Bangor and Aroostook Railroad Company
Belt Railway Company of Chicago
Bessemer and Lake Erie Railroad Company
*-#-Boston and Maine Corporation
Burlington Northern Inc.
#-Canadian Pacific Limited
Central of Georgia Railroad Company
Central Vermont Railway, Inc.
THE CHESSIE SYSTEM:
Baltimore and Ohio Railroad Company
Baltimore and Ohio Chicago Terminal Railroad Company
Chesapeake and Ohio Railway Company
Staten Island Railroad Corporation
Western Maryland Railway Company
Chicago & Illinois Midland Railway Company
Chicago and North Western Transportation Company
Chicago and Western Indiana Railroad Company
*-Chicago, Milwaukee, St. Paul and Pacific Railroad Company
*-Chicago, Rock Island and Pacific Railroad Company
Delaware & Hudson Railway Company
Denver and Rio Grande Western Railroad Company
Denver Union Terminal Railway Company
†-Detroit & Toledo Shore Line Railroad Company
Detroit Terminal Railroad Company
Detroit, Toledo and Ironton Railroad Company
Duluth, Winnipeg & Pacific Railway Company
Elgin, Joliet & Eastern Railway Company
THE FAMILY LINES:
Seaboard Coast Line Railroad Company
Louisville & Nashville Railroad Company
Clinchfield Railroad Company
Georgia Railroad
Atlanta & West Point Railroad
Western Railway of Alabama
Fort Worth and Denver Railway Company
Galveston, Houston and Henderson Railroad Company
Grand Trunk Western Railroad
Green Bay and Western Railroad Company
Houston Belt & Terminal Railway Company
Illinois Central Gulf Railroad Company
Indiana Harbor Belt Railroad Company
Joint Texas Division of the CRI&P and FW&D Railway
Kansas City Southern Railway Company
Louisiana & Arkansas Railway Company
Kansas City Terminal Railway Company
Kentucky & Indiana Terminal Railroad Company
Maine Central Railroad Company
Portland Terminal Company
Missouri-Kansas-Texas Railroad Company
Missouri Pacific Railroad Company, including Gulf District, former C&EI, former T&P and former TP-MP Terminal RR. of New Orleans
Monongahela Railway Company
New Orleans Public Belt Railroad
*-New York, Susquehanna and Western Railroad
Norfolk and Western Railway Company
Peoria and Pekin Union Railway Company
Pittsburgh & Lake Erie Railroad Company, Lake Erie & Eastern Railroad Company
Richmond, Fredericksburg and Potomac Railroad Company
St. Louis-San Francisco Railway Company
St. Louis Southwestern Railway Company
Soo Line Railroad Company
Southern Pacific Transportation Company, Pacific Lines and Texas and Louisiana Lines
Southern Railway Company
Alabama Great Southern Railroad Company
Cincinnati, New Orleans and Texas Pacific Railway Company
Georgia Southern and Florida Railway Company
New Orleans Terminal Company
St. Johns River Terminal Company
Terminal Railroad Association of St. Louis
Toledo, Peoria and Western Railroad Company
Union Pacific Railroad Company
@-Union Railroad Company (Pittsburgh)
Washington Terminal Company
Western Pacific Railroad Company

NOTES:—
*-Subject to the approval of the Courts.
#-Authorization is confined to negotiation of the organization's notices dated February 15, 1977 and August 15, 1977.
@-Authorization is confined to negotiation of the organization's notice dated January 10, 1977.
†-Authorization excludes negotiation of the organization's notice dated August 15, 1977.

FOR THE
BROTHERHOOD OF RAILROAD SIGNALMEN:



FOR THE CARRIERS:



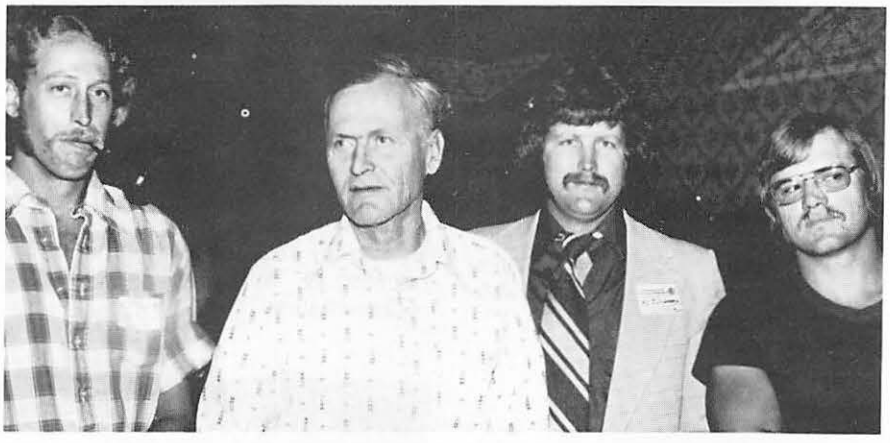
Washington, D. C.,
January 25, 1978

Signalmen meet in Des Moines

William D. Corn (left) general chairman, Missouri Pacific, chats with Robert F. Richardson, assistant general chairman secretary-treasurer, Burlington Northern.

Chicago & North Western Local 43 members gathered at a coffee break. Shown here (from the left) are: Dean C. Gordon; Bruce S. Williams, local chairman; Myron E. Nabor; and John E. Hansen, BofRS director of research.

At the coffee break, W. D. Best (left) secretary-treasurer, BofRS, chats with Dan Hauser, district manager at Des Moines for the Railroad Retirement Board.



Other Local 43 members at the Des Moines meeting are (left to right): James W. Braden, Donald Shinner, Marlin L. Elsberry and Joseph L. Becker.

Milwaukee Road Local 219 members get a chance to talk during a coffee break. Lyle E. Mansfield (left) of Maxwell, IA chats with Robert "Al" Farrow of Linden, IA.

J. R. Buress of Albia, IA and a member of Milwaukee Road Local 219 was caught by the TSJ camera with Larry Vorhees (right) from the same town who is a signal maintainer for the Norfolk & Western and a member of Wabash Local 55.

Walter W. Altus, Jr. (left) BofRS vice president, listens to Dennis E. Fritz of Waterloo, IA and a member of Rock Island's Pioneer Lodge 23.

Enjoying a coffee break are Burlington Northern signalmen of Aurora-Galesburg Lodge 103. From left to right are: Paul M. Johnson, local chairman; F. L. Ginn; and Ed D. Richmond.

Leon E. Cochran (left); L. F. Parker, Jr., (center) local chairman; and Gary A. Scott are members of BN Local 103.

Donald Shinner, C&NW Local 43 talks to D. L. Memmott (right) FRA signal & train control inspector.

John M. Houston (left) member of BN Local 103 chats with fellow member W. W. Lauer, grand lodge representative.

H. R. Bird, FRA director railroad safety at Kansas City discusssed a task force approach to enforcing safety regulations.

Kenneth J. Zoll, assistant to the labor member, Railroad Retirement Board, described benefits paid to signalmen.

S. H. Stotts, FRA signal & train control supervising inspector, emphasized the importance of making signal RS&I tests.

William Dent, assistant vice president, Provident Life & Accident Insurance Co. described his company's insurance to signalmen.

Merrill Phillips, secretary claims department, Travelers Insurance, described claims handling by his company.

Milwaukee Road signalmen get together. Shown here (from left to right) are: James R. Burress, Harold L. Frizzell, Leo T. Davies, general chairman, and Lyle E. Mansfield. They are members of Local 219.

Enjoying a break are (from the left) Joseph L. Becker, C&NW Local 43; Larry Vorhees, N&W Local 55; and Gary A. Scott, BN Local 103.

Milwaukee Road Local 219 held a brief meeting following the regional meeting. Shown here are (from the left) J. J. Pillard; James C. Fortune, recording & financial secretary; and J. Eugene Fazel, local president.

Facing the camera (from the left) are Dale L. Hickok, Fred Kollman, and A. J. Louder, of Illinois Central Gulf East Dubuque Lodge 29.

Henry S. Gerth (left) general chairman, C&NW-Rock Island and Dennis E. Fritz, Pioneer Lidge 23 RI listen to ICG men.

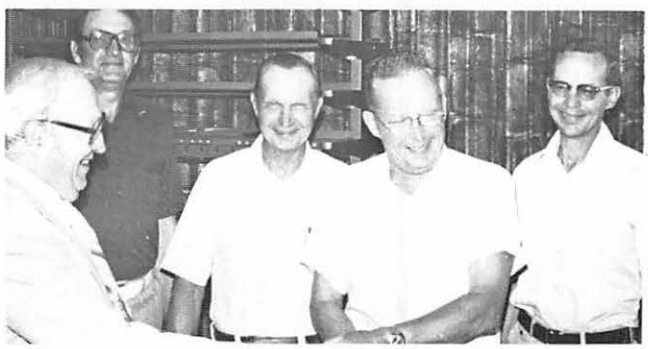
Shown here (left to right) are: W. D. Best, BofRS secretary-treasurer; Donald Shinner, C&NW Local 43; R. Tom Bates, BofRS president; and Elvin A. Lindahl, C&NW Local 43.

M. B. Frye (left), BofRS vice president chats with William D. Corn, MP general chairman.

James R. Riggs (left), senior vice general chairman Santa Fe chats with BofRS President R. Thomas Bates.

Richard E. Zielsdorf (left), AT&SF Midwest Lodge 33, chats with Robert W. McKnight, editor & manager, The Signalman's Journal.

Local Lodge News



V. Joseph Sartini (left), general chairman, Norfolk & Western, presents 25-year Brotherhood of Railroad Signalmen continuous membership pins to H. L. Harshbarger, local president; Gilbert Harshbarger; and Gene M. Harshbarger, recording & financial secretary. H. H. Hock (left rear), local chairman, watches. All men are members of Nickel Plate Lodge 166 and were at the June 11, 1978 meeting at Fort Wayne, IN.

Joe Sartini, N&W general chairman (left), presents a Brotherhood 25-year pin for continuous membership to J. E. Corkwell, N&W relay inspector, also a member of Lodge 166.

William P. Bath (right) local chairman, Norfolk & Western, chats with Thomas F. Tighe, Jr., a member of Lodge 169 at the June 10 meeting in Albany, IN.

Charles S. Chandler (left) BofRS vice president listens to Robert Weyandt during a break in the Lodge 169 meeting at Albany, IN.

C. S. Chandler (left), BofRS vice president, makes a point as Francis E. Fitzsimmons (center) and Robert D. Zeis listen.

Milwaukee Road Avery Lodge 4

A. R. Bretschneider (left), vice general chairman, receives his 30-year BofRS continuous membership pin from Witt B. Harwell, Jr., BofRS vice president.

Robert M. Dennis (left), member of Lodge 169, talks to BofRS Vice President Charles S. Chandler.

V. Joseph Sartini (left), Norfolk & Western general chairman converses with William P. Bath, local chairman of Lodge 169.

Herbert W. Parsons (right), a member of Portland Lodge 155, Union Pacific, and former UP general chairman, was a guest at the meeting. A. R. Bretschneider (left), vice general chairman, and Leo T. Davies, general chairman, Milwaukee, welcomed Parsons at the recent meeting of Avery Lodge 4.

At a recent meeting of Avery Lodge 4, Milwaukee Road, in Seattle, WA, the books were audited. Shown here: standing is Adrian W. Kast, recording & financial secretary; seated (left to right) are E. J. Carter; A. R. Bretschneider, vice general chairman; and R. C. Smith.

Madison Lodge 39 honors retired members

On June 3, 1978, Madison Lodge 39, Chicago & North Western, honored its retired members with a dinner at Reedsburg, WI. Seven of nine retired members attended the meeting that was preceded by a social hour, sponsored by Rerat Law Firm, Inc. of Minneapolis, MN. Several continuous Brotherhood of Railroad Signalmen membership pins were presented to retired and active members by Henry S. Gerth, general chairman. Fifty-year pins were presented to retirees Ray Stanton, Al Kirkpatrick and Hugh Rice. Retired members Gus Telschow and H. Lueck, who could not attend, will be sent 50-year pins. William Kirchstein and Ed Krueger, retirees, received 40-year pins. Brother Gerth presented 35-year continuous membership pins to retirees Robert Tremain and Chuck Jameson and to active member Robert Gillis. Active member Norm McMicken received a 30-year pin. Active members Tom Malin, Harold Radl, Ray Deakin, Don Knuth and Phil Singletary received 25-year pins.

W. W. Lauer, BofRS grand lodge representative attended the dinner as did Al Cherveny, C&NW manager of communications & signals from Boone, IA. Cherveny, a former member of Lodge 39, had worked with many of the retired members.

"It was a very happy event, and everyone had a most enjoyable evening," reports Gerth. The poem titled "My Retirement Party" by retired member Gus Telschow was read at the dinner.

BUY UNION

Where to Find the Union Label

Gloves—inside upper edge
Neckties—small end
Coats—lining of inside pocket
Pajamas—front hem of coat
Rainwear, Sportswear, Heavy Outerwear—lower pocket
Shirts—bottom of front tail
Snow Wear, Boys' Wear—inside pocket
Suits—inside right breast pocket
Trousers—inside right hip pocket
Bathing Suits—with size on bra
Blouses—neckline or side seam
Children's Wear—neckline
Dresses—above hem in side seam or in waistband or neckline
Skirts—waistband or below zipper of inside seam
Slips, Sleepwear and Robes—neckline or side seam
Sweaters and Knitwear—seam in shoulder
Suits—waistband of skirt or right inside seam below sleeve or jacket
Coats and Jackets—below right arm hole in lining
Shoes—inside the shoe

Union Label and Service Trades Department, AFL-CIO

MY RETIREMENT PARTY

From far and near we all came to-night
And it seems good to shake each other's hand,
While a feeling of joy comes over us,
That only signalmen can understand.
Yes, we all remembered this special date
And this retirement party is surely sublime
with plenty Swiss Stakes in the family style,
Gives us all pleasure to be here and dine.

This is a party that pleases most every one,
We are now really having a wonderful time,
With members that have enjoyed the signal work,
Makes this entertainment now extra fine.
A few signalmen are absent now on this special day,
But they know all the joys that most banquets give,
And will try hard to be here some other time,
As long as our local number thirty nine still lives.

Many of our loyal friends are present too,
Enjoying this nice Retirement Party night;
Given by the signalmen of local number 39,
And to me it really makes the world seem bright.
We should not entirely forget the old by-gone-days,
The time when many inventions and improvements were made;
That replaced oil lamps, storage batteries and vitriol cells.
Making our work easier and improving our signal trade.

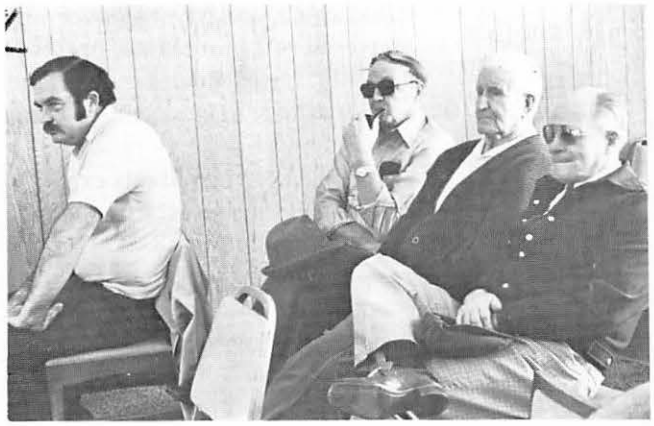
Time goes on and evening will soon be gone,
You signalmen are faithful and now always adore
The city of Reedsburg, which is a pleasant town;
I lived there in the year of nineteen twenty four.
Am grateful for the honor you men are giving me
And always will remember the signalmen I knew;
This gives me pleasure in my old shady days,
And with a cheerful heart I am now thanking you.

By Gustave Telschow, retired signal maintainer, Chicago & North Western, and member of Madison Lodge 39.

At the quarterly meeting of Sacramento Lodge 179, most members present work for Southern Pacific. Standing (left to right) are: Earl Wheeler, Russ Clanton, Doug Wolfe, John McArthur, Lynn Durrant, Ron Roybal, Wayne Lee, Cal Richins, Alex Gilmore (retired) and Jay Nance, local chairman. Seated (left to right) are: Elmer Henning, Walt Fisk (Western Pacific), Val Van Artsdalen, SP-WP-PE general chairman, and John T. Bass, BofRS vice president. Our thanks to Brother Tom Tomisin who took these pictures.

Sacramento Lodge 179 meets in Ogden, UT

Sacramento Lodge 179 held its regular quarterly meeting on February 4, 1978 at Ogden, UT. Sixteen members attended the meeting at which General Chairman Val Van Artsdalen and Vice President John T. Bass brought members up to date on such issues as hours of service regulations and implementation, national wage and fringe benefit negotiations, and other agreement issues occurring in the local.



Shown here (left to right) at a Sacramento Lodge 179 meeting are: Cal Richins, Elmer Henning, Alex Gilmore (retired), and George Jones (retired).

YOUR MONEY'S WORTH
by Sidney Margolius
YOU HAVE MANY NEW RIGHTS AS A DEBTOR AS THE RESULT OF NEW LAWS. ONE OF THE MOST USEFUL IS THE "COOLING OFF" RULE THE RIGHT TO CANCEL WITHIN THREE DAYS A PURCHASE OF $25 OR MORE SOLD TO YOU AT YOUR HOME.
THIS RULE HELPS PROTECT YOU AGAINST HIGH PRESSURE SELLING OF MAGAZINES, HOME EQUIPMENT, ENCYCLOPEDIAS, OTHER GOODS OFTEN SOLD DOOR TO DOOR.
GIVE YOUR DOLLAR MORE POWER
WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S APPAREL INSIST ON THE LABEL AT RIGHT. AT THE LEFT IS THE LABEL OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY
UNION MADE
ILGWU
MADE IN USA

From the Secretary-Treasurer

COLA applies to retirees says W.D. Best

Railroad retirement annuitants, like social security beneficiaries, will receive cost-of-living increases in their monthly benefits beginning with their July 1 checks. These increases are provided through automatic cost-of-living increase provisions in the Railroad Retirement and Social Security Acts.

The following questions and answers describe how the July 1 cost-of-living increases are applied to railroad retirement annuities.

(1) How is the cost-of-living increase figured for retired employees?

There are separate computations made for each of the two tiers in railroad retirement employee annuities.

The tier I portion of railroad retirement employee and spouse annuities will increase by 6.5%. Tier I portions are the equivalent of social security benefits and increase by the same cost-of-living percentage increase as social security benefits. The 6.5% increase is equal to the rise in the consumer Price Index from the first quarter of 1977 through the first quarter of 1978.

A separate 2.1% increase will be made in certain tier II components of employee annuities and the second tier of spouse annuities. The tier II increase is equal to 32.5% of the rise in the Consumer Price Index.

(2) Will widows and other survivor annuitants receive a cost-of-living increase in their July 1 checks?

Yes, and with some exceptions, survivor annuitants not also receiving social security benefits will receive a 6.5% increase in both tiers of their annuities.

(3) How about annuitants receiving both railroad retirement and social security benefits? Do they receive duplicate increases?

No. The tier I railroad retirement increase is reduced by the increase in the annuitant's social security benefit. However, the tier II increase is not affected by entitlement to social security benefits and would be payable in any case.

Certain additional annuity portions which are payable over and above tiers I and II to preserve pre-1975 vested dual benefit rights are not subject to these cost-of-living increases.

(4) When can annuitants expect to receive their increases?

Most annuitants will receive their cost-of-living increase in their July 1 check; the July 1 check represents their annuity payment for June.

The increases for some annuitants may be delayed but such increases will be paid, as soon as possible, retroactively to the effective date of the increase, so no benefits will be lost. Beneficiaries are requested not to write to the Board regarding their increases at this time because it may delay payment.

(5) Are the supplemental annuities paid by the Board also being increased?

No. These supplemental annuities are not affected by the cost-of-living increase.

(6) Will Medicare premiums which are deducted from railroad retirement and/or social security benefits increase on July 1?

Yes, the basic Medicare premium will increase by 50¢ from $7.70 to $8.20.

For United States residents only:

Allow 6 weeks for change to take effect. Form ML-1 Rev. 6/67

Moving? Let us know!

Please send your new address to:
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Signal Training Bulletins are coming to signalmen

Beginning next month, *The Signalman's Journal* will carry specially prepared training material. Called Signal Training Bulletins, the material is aimed at the new employee or assistant.

The material has been prepared by members of Committee G—Education & Training of the Communication & Signal Section, AAR. For the most part, the men preparing these training bulletins are instructors at signal training schools.

At the lower right of this page is a reduced sample of the front page of the first bulletin. On the next two pages (42 and 43) is a full size reproduction of Signal Training Bulletin D-1 Direct Current Track Circuit.

Beginning with the September 1978 issue of *The Signalman's Journal*, the Signal Training Bulletins will be found in the center of each issue. They will be printed on heavy ivory paper and will have three punched holes for easy placement in a standard 3-ring notebook-binder.

You are encouraged to pull out and save these Signal Training Bulletins.

These Signal Training Bulletins supplement any formal training provided by the railroads. For the more experienced signalmen, they may serve as a refresher course or handy reference sheets. Basically the material deals with signal harware, appliances, associated equipment and signal systems.

Signal Training Bulletin reprints will be available. Price for each 4-page reprint will be 25¢. For 100 or more reprints, the price will be 15¢ each. Shipping and handling are included in the price. When reprints are available for sale, a coupon and ordering information will be published in *The Signalman's Journal.*

Communication & Signal Section, AAR

Committee G: Education & Training

Signal Training Bulletins

In cooperation with Committee G— Education & Training of the Communication & Signal Section, Association of American Railroads, The Signalman's Journal is publishing Signal Training Bulletins. These Bulletins are prepared by members of Committee G who are primarily signal training instructors.

The objective of the Committee is to make available to the railroad industry a source of concise training bulletins to assist in the development of new employees, such as assistant signalmen. These Signal Training Bulletins cover signal devices and when possible will include typical basic circuits.

All Signal Training Bulletins published in The Signalman's Journal have been or will be approved for publication by the C&S Section, AAR Committee of Direction.

Beginning with this issue, the Signal Training Bulletins will be published in each issue of The Signalman's Journal. They will be found on special ivory paper in the center of the magazine. These Signal Training Bulletins can easily be removed from each issue and inserted in a standard 3-ring notebook for keeping.

The following schedule indicates the order in which these Signal Training Bulletins will be published in The Signalman's Journal, beginning with the September 1978 issue:

Signal Training Bulletin D-1: Track Circuits.

B-1: Primary Battery—Carbon Cells and B-3: Secondary Battery—Lead Acid Cells

B-4: Secondary Battery—Nickel Iron and B-5: Secondary Battery Nickel Cadmium

A-2: Insulated Rail Joint; A-1: Bond Wire; and A-4: Resistor

C-1: DC Neutral Relay—General; and C-2: DC Neutral Relay—Magnetic Structure

C-3 DC Neutral Relay—Contacts

C-4: DC Neutral Relay—Operating Characteristics

B-6: Transformers

B-7: Rectifier and B-8: Charging Nickel-Cadmium and Nickel Iron Batteries

B-9: Charging Lead Acid Batteries

B-10: Primary Battery System with Rectifier; A-5: Lightning Arresters; A-6: Fuse

This is just the beginning series of Bulletins. As more become available, we shall alert you to our schedule for printing them.

From time to time, these Signal Training Bulletins will not make up into four pages, which is the space that will be used for their publication in The Signalman's Journal. Occasionally extra space will be provided for you to make notes, work out problems or jot down specific values of resistors, meter readings, etc. that you find to be correct for the operation of track circuits, relays, for example.

Publication of these Signal Training Bulletins is intended to be a practical training tool for you. We hope you make good use of them. We welcome your comments. Write to Robert W. McKnight, Editor & Manager, The Signalman's Journal, 601 West Golf Road, Mt. Prospect, IL 60056.

Copyright © 1978 Brotherhood of Railroad Signalmen

The Signalman's Journal

Signal Training Bulletin

COMMITTEE G: Education & Training

Communication & Signal Section, AAR

D-1 Direct Current Track Circuit

Approved April 1975

Definition: An electrical circuit of which the rails of the track form a part.

Symbol: None.

Description: As shown in Figure 1, the circuit consists essentially of a section of track, a battery and adjustable limiting resistor at one end, and a relay and adjustable relay resistor at the other end. The section of track used in the circuit is separated, electrically, from adjacent sections of track by insulated rail joints placed in each rail at each end of the section. The individual rails within the section are bonded together at the intermediate rail joints, by means of bond wires, to form continuous reliable conducting paths.

Note: Figure 1 shows a variable resistor in the battery and relay leads. Although the relay resistor is most often installed in new installations many roads have track circuits in service with a battery resistor only. Also some roads use a fixed resistor in place of the variable resistor at the battery end.

Purpose and Application: The primary purpose of a track circuit is to detect the presence of a train in the track circuit section. It also provides a means of detecting a broken rail.

The track circuit is a very important link between moving trains and wayside signal equipment. Some important applications of the track circuit appear in block signal systems, highway crossing protections, interlockers, etc.

General Information: Although the track circuit appears to be a simple series electrical circuit, it is in fact quite complex. The rails, which are the main conductors, are mounted on ties, placed on ballast, and as ties are not perfect insulators, the resistance to ground is subject to considerable variation. This provides an infinite number of paths for current leakage between the rails through the ballast. When the ballast is wet, dirty or contains a high metallic content, this leakage may increase to a point where the relay current will be reduced to the extent that the relay will drop without train occupancy. Conversely, under very dry or frozen conditions, this interrail leakage will be at a minimum permitting maximum current to flow in the relay coils. If the electrical circuit is improperly adjusted—erratic relay operation will result. That is, enough current would continue to flow through the relay coils which are in parallel with the shunt provided by the trains wheels and axles. It is therefore extremely important the circuit be properly adjusted.

The variable limiting resistor at the battery end and the variable relay resistor at the relay end provide the facility to properly adjust the track circuit. Each railroad has instructions on the proper method and values for track circuit adjustment and it is important that every employee be familiar with these instructions.

In addition to the circuit adjustment, it is important that every signalman recognize the importance of regular inspection of the circuit components. Because the bonds, joints and track leads are susceptible to damage and wear from dragging equipment, work equipment and normal train travel, it is very important that these components be maintained in good order. Frequency of inspections also differs between railroads and signalmen should know the requirements of their company.

Detailed Operation: As mentioned earlier, the primary function of the track circuit is to detect the presence of a train in a track section. Figures 2 and 3 illustrate a simple example of track circuit operation in which a signal at one end of a track circuit govern train movements into that section.

With the armature up, a secondary circuit, fed from an operating battery, is established through the TR front contact and a lamp behind the green lens of the signal. The green aspect of the signal would indicate to an approaching train that it is safe to proceed.

Should a rail within the track circuit be broken, the signal will display a red aspect because once again current will not flow in the relay coil and the secondary circuit will be made through the back contact.

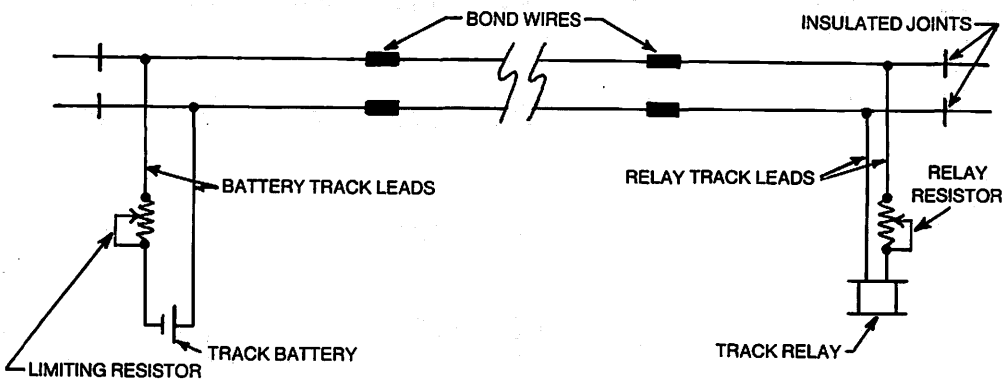

Figure 1: Typical direct current track circuit.

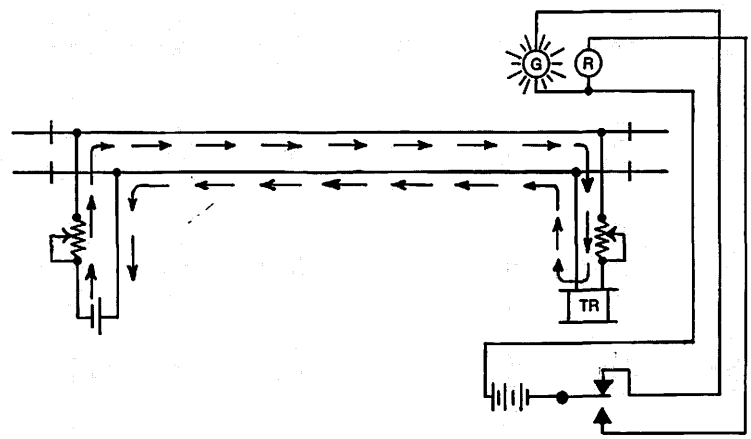

Figure 2 illustrates normal track circuit conditions. That is, there is no train in the circuit, therefore current from the track battery has a complete path through the rails and track relay coil as shown by the arrows. The presence of current in the relay coil produces the necessary electro-magnetism to pick up the relay armature which closes the front contact of the track relay.

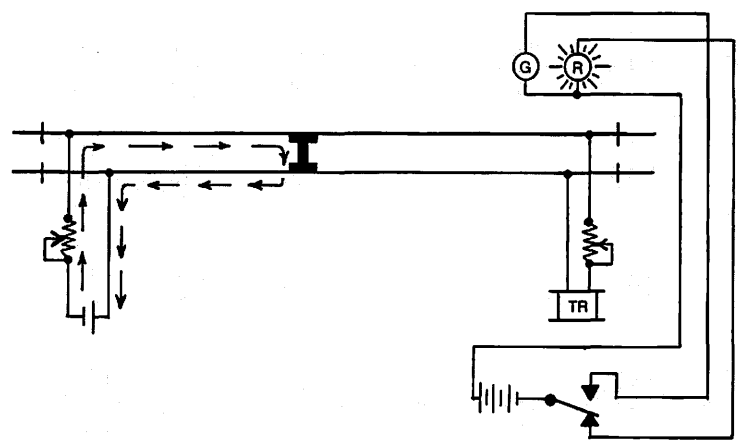

Figure 3 illustrates the effect of a train occupying the track circuit. Note that the arrows now indicate that the current flow is through the rails and the train wheels and axle. The current through the relay coil has been shunted out by the train. The relay coil loses its electro-magnetism and the armature drops, which closes the back contact. This opens the secondary circuit to the green signal and closes a current path to the lamp behind the red lens to indicate stop to a following train.

Obituaries

William F. Barr, Sr., retired signal inspector for the former New York Central at Chicago, died May 30, 1978. Brother Barr was a member of Local Lodge 212. He had served as chief signalman at one time. He had completed 43 years of service when he retired in May 1962.

Mark A. Carr, 26, signalman for the Santa Fe, was killed in a motorcycle accident on May 13, 1978. Brother Carr, a resident of Lamar, CO, was a member of Rocky Mountain Lodge 161.

Earl R. Childers, retired signal maintainer for the Baltimore & Ohio at Cincinnati, Ohio, died recently. Brother Childers had completed over 37 years of service when he retired in September 1974. He had been active in Winton Lodge 94, and had served as local chairman.

William E. Durnell, retired signal test maintainer for the former Pennsylvania at Freeport, PA, died April 15, 1978. Brother Durnell had completed 52 years of service when he retired in 1958. He was a member of Pitt Lodge 112.

Carol D. "Hap" Gutshall, 81, retired signal maintainer for the Rock Island at Meade, KS, died April 26, 1978. Brother Gutshall retired in August 1966 after completing 43 years of signal service. A veteran of World War I, Brother Gutshall was a member of the American Legion and the VFW, as well as a member of Ketterman Lodge 78 of the Brotherhood. Survivors include son Jerry R., Manhattan, KS; daughter Mrs. Carolyn Sue Davis, Des Moines, IA; three sisters and three grandchildren.

Roy H. Johns, retired foreman communications & signals, former Pennsylvania at Lancaster, PA, died recently. Brother Johns was an active member of Capitol City Lodge 50 and served as local chairman, and recording & financial secretary. When he retired in December 1962, he had over 50 years of service with the railway. He was a member of the Redeemer Lutheran Church and Lodge 43, Free and Accepted Masons, for more than 60 years. Also, he was a member of the Harrisburg Consistory, 32nd degree; Zembo Shrine; Tall Cedars of Lebanon Forest 27. He is survived by his wife Edna and a grandson.

Charlie F. Meyer, Sr., retired signal maintainer for the Southern Pacific at Sanderson, TX died May 16, 1978. Brother Meyer had completed 30 years service with the railway when he retired in 1970. He was a member of Gulf Coast Lodge 99. He is survived by his wife, Hattie Meyer; son, Charles Meyer, Jr. of Rosenberg, TX; daughters, Margaret Salisbury of San Antonio, Bernice Latum of Old Ocean; sisters, Emma Hoffmann of Schulenburg, Lillie Muras of High Hill, Ella Schwenke of Engle; brother Alfred Meyer of San Antonio, and 10 grandchildren.

Harold C. Middleton, retired signal helper for the Southern Railway at Chattanooga, TN, died in December 1977. Brother Middleton had completed 31 years of service when he retired in December 1968. He was a member of Miller-Griffith Lodge 49.

Bryant J. Thompson, retired signal maintainer for the Southern Railway at York, AL died in December 1977. Brother Thompson had completed 28 years of service when he retired in April 1960. He had been active in Miller-Griffith Lodge 49 and had served as chief signalman and local chairman.

Joseph H. Wywoda, retired signal helper for the Lehigh Valley at Duryea, PA died February 23, 1978. Brother Wywoda had completed 22 years service when he retired in January 1968. He had been employed in the Sayre, PA signal shops. He was a member of Wyoming Lodge 59.

James A. Morrissey, 54, signal maintainer on the Philadelphia division of ConRail, died May 22, 1978. He had 35 years of service when he went on sick leave in early 1977. Brother Morrissey was a member of Philadelphia Lodge 18. He is survived by his wife Catherine and six children. The members of Local Lodge 18 and all his railroad friends extend their sincere sympathy to Mrs. James A. Morrissey and his family.

Laurence R. "Pete" Pultz, 51, signal foreman on the Delaware & Hudson, died May 3, 1978. A resident of Windsor, NY, Brother Pultz had 33 years of service at the time of his death. He is survived by a daughter, Debra Pultz of Binghamton, NY; two sisters, Mildred Pultz of Binghamton, and Mrs. John (Helen) Austin of Windsor, and several nieces and nephews. He was a member of Susquehanna Lodge 75 of the BofRS, and Aerie No. 1260 F. O. E. Oneonta.

Albert M. Smith, signal inspector, Pittsburgh & Lake Erie at McKees Rocks, PA, died April 2, 1978. Brother Smith was a member of Lodge 150 and had 38 years of service with the railroad.

William A. Suesse, retired inspector communications & signals, for the former Pennsylvania in Chicago, died April 28, 1978. Brother Suesse had completed 47 years of service when he retired in February 1965. He was a member of Keystone Lodge 69 and had served as chief signalman.

David A. Wrzesinski, 29, signal maintainer for the Burlington Northern at Hillyard, WA, died January 19, 1978. He was a member of Vancouver Lodge 188. Brother Wrzesinski is survived by his wife and son.

Benjamin H. Steuerwald

January 19, 1910—June 19, 1978

Benjamin H. Steuerwald, retired, former Local, General Committee and Grand Lodge Officer for the Brotherhood of Railroad Signalmen, died June 19, 1978. Brother Steuerwald retired in February 1975 after completing 47 years of service with the former New York Central and the BofRS.

Surviving are his wife, Edith Hand Steuerwald; a daughter, Mrs. Keith (Joyce) Brown of Escondido, CA; two sisters, Mrs. Edgar (Ruth) Sipperly of Pittsfield, MA, and Mrs. Harold (Marjorie) Dexheimer of Ghent, NY; three grandchildren, Karen Leslie Brown of San Diego, CA, Donna Lynn Brown and Keith R. Brown, Jr., of Escondido, CA.

Brother Ben was born in Ghent, NY, on January 19, 1910. He attended elementary and high schools at Chatham, NY, was a member of the Christ Lutheran Church of Ghent and Columbia Lodge 98, F. & A. M. of Chatham.

He began his railroad career at Ghent, NY in 1928 on the New York Central where he was active in BofRS affairs. He served as Chief Signalman and Local Chairman of Local 131 prior to being elected General Chairman of the New York Central-Lines East General Committee.

In 1957 he was appointed a full time Grand Lodge Representative at Washington, DC. He was appointed Vice President of the Western Region in 1962 and was elected to that position at the 1964 Convention. In 1967, Brother Ben was elected Vice President at Washington, DC and in 1973 was appointed Special Representative at the Washington office.

Attending the funeral and serving as honorary pall bearers were R. T. Bates, BofRS president; C. S. Chandler and J. T. Bass, BofRS vice presidents; and C. J. Chamberlain, labor member, Railroad Retirement Board.

Signalman's Worksheet

Interlocking: Basic Circuits

RELAY INTERLOCKING AND SWITCH CONTROL

Having the WZR and GZR relays for the control of the switch and signals, the next consideration is to develop a system of relay interlocking that will protect the power switch machine (1) against operation when a home signal is displaying a proceed aspect for a route over it, (2) against operation for a predetermined time after a home signal has been put to stop with a train occupying the approach section and, (3) against operation under a train.

Signal Indication Locking

Signal indication locking is that part of the locking that prevents changing the position of the switch points when a home signal is clear.

Red signal repeater relays 1RRP and 1LRP, Figure 914, detect the clearing of a home signal, as they are energized over contacts in the home signals that are closed only when these signals are displaying a stop indication. Battery for the circuits of the AS relays is taken over front contacts of the RP relays, thus relays 1RAS or 1LAS will be deenergized when their respective signals are clear. Front contacts of the AS relays are included in the control of lock relay L, which, when down, locks the switch by opening the pickup circuit of the LS relay.

Approach Locking

Approach locking is that part of the locking that protects against changing the route in advance of a train which has accepted an approach signal displaying a proceed aspect permitting it to approach the plant at a speed too high to be brought to a stop short of a home signal.

Approach relays 1RA, 1LAA and 1LBA, Figure 915, detect the presence of a train on any one of the three approaches to the plant. The circuits of the approach relays are taken over front contacts of the track relays of the section between the home signal and the approach signal as well as the relay for the track circuit in the rear of the approach signal.

The direct pickup of the AS relays is taken over front contacts of the A relays, thus an AS relay will not immediately pick up after a home signal is put to stop if the approach is occupied. It will be noted that relay 1LAS has two approaches in its direct pickup circuit, 1LAA on the main line and 1LBA on the branch line. Contacts of switch-repeater relays NWC and RWC shunt one or the other out of the circuit, depending on the route set up.

Approach Locking, Time Release

When a train is occupying the approach to a signal

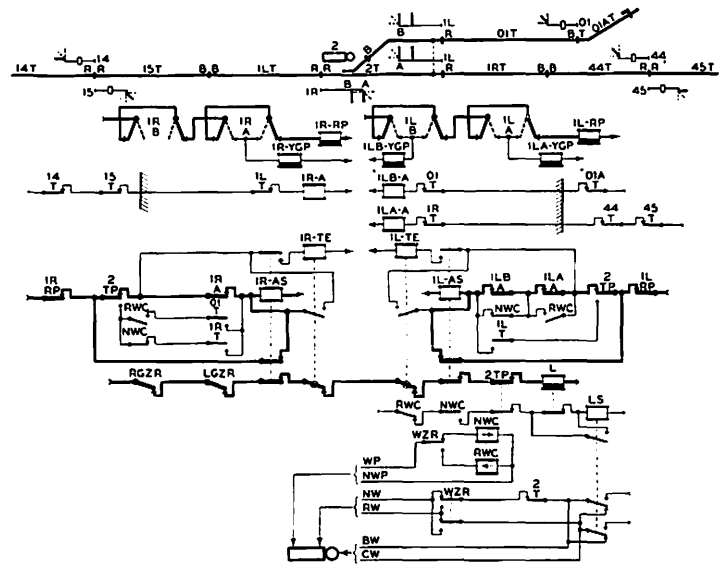

Fig. 914: Relay interlocking locking and switch control circuits showing signal indication locking.

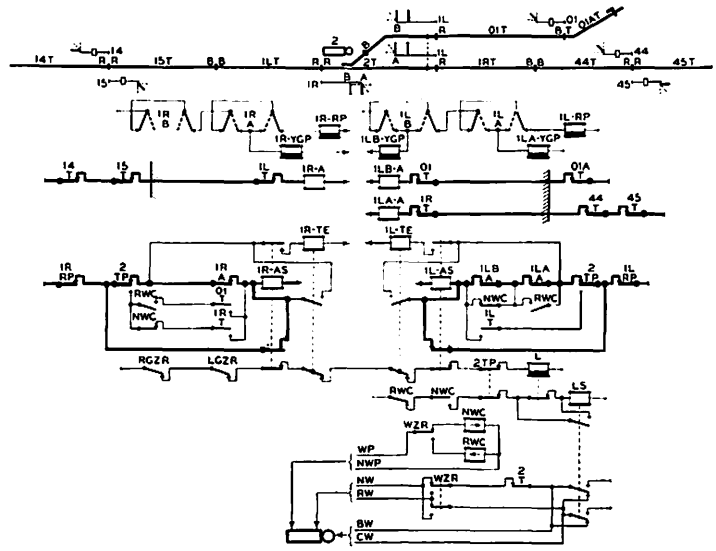

Fig. 915: Relay interlocking locking and switch control circuits, showing approach locking.

that is manually put to stop, Figure 916, time-element relay TE will be energized over a back contact of AS. After the time expires for which the TE is set, it will close its front contact to energize the AS relay, Figure 917, and AS back opens circuit to TE.

The Signal Section of the AAR has set forth the following recommendations for setting of time releases:

1. The minimum releasing time should be more than the maximum braking time encountered when a full service application of the brakes is made for the purpose of stoppping a train of minimum braking power

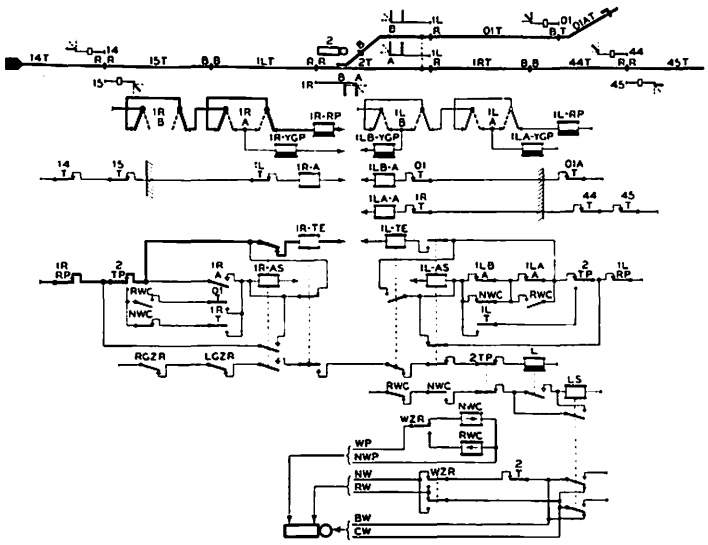

Fig. 916: Approach locking circuit shown at instant 1RTE front contact closes.

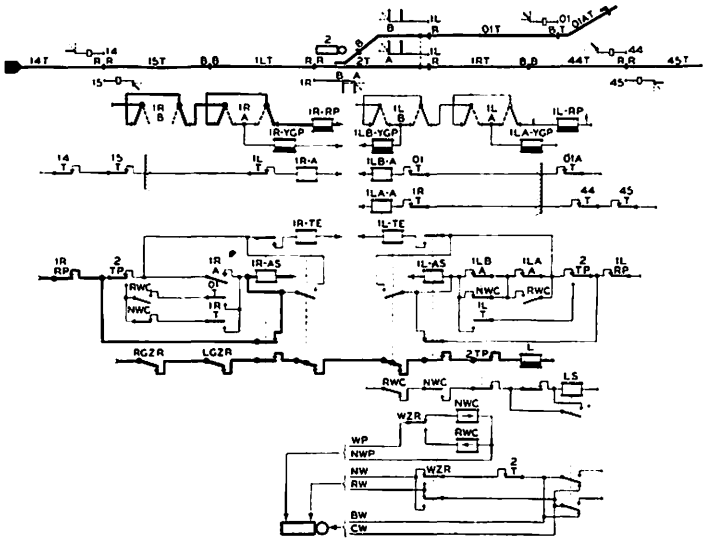

Fig. 917: Approach locking circuit shown with 1RAS energized, 1RTE check contact closed.

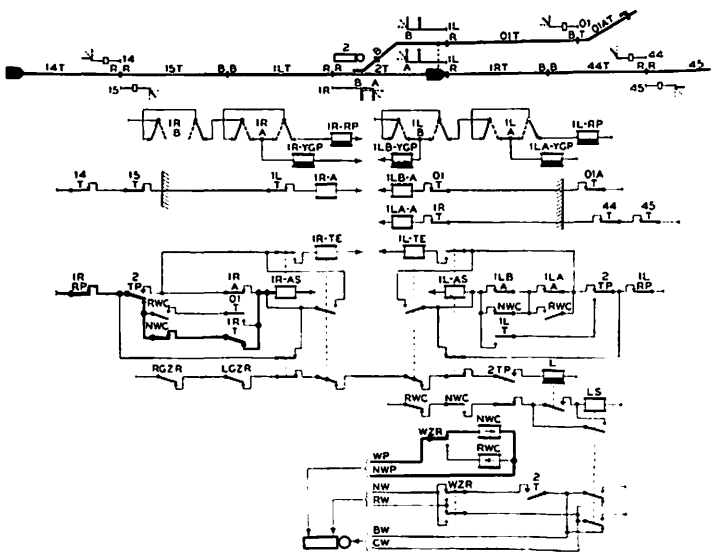

Fig. 918: Relay interlocking locking and switch control circuits showing approach locking with track release.

just before it reaches the home signal.

2. In territory where two-block indication governs, the basis for setting the time releases must be the time required to move the distance between the approach signal and the signal locked, plus 1500 ft. at a speed of 30 miles per hour (44 ft. per second).

Assuming that approach signal 15 is located 9000 ft. in the rear of signal 1R, the time setting for 1RTE would be 9000 ft plus 1500 ft. or 10,500 ft. divided by 44 ft. per second, equaling 238 seconds or about four minutes.

Where one time release handles two or more approaches, as does 1LTE, the setting must be for the longest time encountered.

To insure that the time-element relays return to normal after each operation, their back-checking contacts are included in the circuit of lock relay L.

Approach Locking, Track Release

To permit the route to be changed for a following train that has entered on to the approach before the first train has cleared the plant, a track release on AS is provided. This circuit, Figure 918, is over a back contact of detector track repeater relay 2TP and a back contact of the track relay for the next track section that the train will enter in the route. This is known as a two-track release. The purpose of the second track in this circuit is to guard against the possibility of energizing the AS relay in the advance of an oncoming train if the detector track should be momentarily dropped, such as might happen if track forces were working on the track and a bar accidentally shunted the track.

It will be noted that there is a difference in the track-releasing portions of the two AS circuits. This is because in the case of 1RAS, the second track in the route may be either 1RT or 01T depending on the route set up, thus these tracks are selected into the circuit over contacts of switch repeater relays NWC or RWC. In the case of 1LAS, the second track in the route is always 1LT so no selection is required.

Detector Locking

Detector locking is the part of the locking, Figure 918, that protects against moving the switch under a train. It is accomplished by including front contacts of detector track repeater relay 2TP in the circuits of the L and LS relays.

Switch Repeater and Correspondence Relays.

Switch-point repeater and correspondence relays NWC and RWC, Figure 918, are biased-neutral relays. Their control circuit, Figure 918, is pole changed over the point-detector contacts in the switch machine and is energized only when the switch points are locked in the full normal or full reverse position. With the points normal, control wire WP is positive with respect to wire NWP. This polarity is reversed when the points are in the reverse position. To enforce correspondence between the position of the switch and the route called for, a contact of the WZR relay is included in the circuit which, when in the normal position, connects the NWC relay and when reverse connects the RWC relay.

Personal Aids & News

Children's diseases can be cut via immunization

Editor's Note: This is the second in a series of articles dealing with children's diseases, and how they can be prevented through immunization. In the June issue, the general subject was covered. This part deals with measles.

Highly effective, safe vaccines are available for eliminating measles in the United States. Collaborative efforts of professional and voluntary medical and public health organizations in vaccination programs have resulted in a dramatic reduction in the incidence of measles.

However, since 1969, a disturbing number of measles outbreaks have occurred involving mostly unvaccinated and some improperly vaccinated children. The number of cases is increasing. A continuing effort to immunize all susceptible children and to reimmunize those now inadequately immunized is necessary if the goal of measles control is to reached.

Q. Is measles a serious disease?

A. Yes. It is the most serious of the common childhood diseases, causing much discomfort as well as temporary or permanent disability.

Q. Does measles ever cause death?

A. Yes. About one in every 10,000 children with measles die from the disease. Before vaccine became available, about 400 measles deaths occurred in the United States each year.

Q. What are the complications of measles?

A. Common complications include ear infections and pneumonia. Encephalitis or inflammation of the brain occurs in 1 case in 1,000 and may result in convulsions, mental retardation or deafness.

Q. What is the difference between measles (rubeola) and German measles (rubella)?

A. Measles (rubeola) is a serious disease of children, and is sometimes called "hard," "red," "7-day," or old-fashioned measles. German measles (rubella) is a mild, 3-day infection that seldom leads to complications in children. However, German measles may cause birth deformities in babies born to mothers who are infected with it when they are pregnant.

Q. Who should receive measles vaccine?

A. Healthy children beyond the age of 15 months who have never had measles.

Q. Is measles vaccine needed by older children and adults?

A. Children of any age who have not had measles should be vaccinated. Most adults have had measles and thus are already immune. However, if an older person definitely has not had measles, he should be vaccinated.

Q. Are there any children who should not receive the vaccine?

A. Yes. Children with severe chronic disorders such as leukemia, generalized cancer, tuberculosis, convulsive disorders, or marked allergy to eggs should receive measles vaccine only upon advice of a physician familiar with their health problems. Children with high fever should have vaccination postponed until temperature is normal and there is no other evidence of illness. Women who are known to be pregnant or who might be pregnant should not receive the vaccine.

Q. Is a gamma globulin shot for measles exposure the same as vaccination?

A. No. Children who received immune globulin for measles exposure obtain lasting immunity only if they subsequently develop a mild case of measles. Children who did not develop mild measles after receiving immune globulin may still be susceptible and should receive measles vaccine.

Q. If a child has received gamma globulin should he receive the measles vaccine?

A. Not for at least three months. however, he should then be vaccinated.

Q. How is the vaccine administered?

A. By injection in the upper arm or thigh.

Q. How safe is the measles vaccine?

A. More than 89 million doses (live virus) have been administered in the United States. As with other vaccines, some children develop a fever after receiving measles vaccine. A few may even develop a mild rash. These symptoms may occur 7 to 15 days after vaccination. They usually last only a day or two, and the children usually continue to act as if they feel well. Parents of children who develop high or persistent fever or show other obvious signs of illness should consult a physician, since other causes may be responsible. More serious reactions, such as encephalitis have been noted approximately once in every million doses of vaccine administered.

Q. Is there penicillin in the vaccine?

A. No.

(Please turn to page 52)

News from Canada

Three signalmen who attended the recent Canadian Labour Congress meeting in Quebec City, Que. are: Robert R. Mitchell, grand lodge representative, BofRS; John E. Platt (center), BofRS vice president for Canada; and A. G. "Tony" Cunningham (right), general chairman and general secretary, Canadian general committee, BofRS.

Leading signal maintainer gets $5,000 award

M. G. Slemko, leading signal maintainer at CP Rail's Alyth yard at Calgary, Atla., recently received a checque for $5,055.80 from F. S. Burbidge, president, CP Ltd. Brother Slemko, a member of Foothills Lodge 125, submitted a suggestion concerning switch controls at Alyth yard. His idea has since been implemented throughout CP Rail. This award was the largest this year made by the Suggestion Awards Committee.

QNS&L strike ends; signalmen back at work

Vice President John E. Platt reports that the lockout and strike of BofRS members on the Quebec, North Shore & Labrador was officially over as of July 18, 1978. The signalmen have returned to work. The railway had informed the unions on March 15, 1978 that at 3 p.m. on that day QNS&L was closing down its operations and everyone would be locked out. During the strike and lockout, Grand Lodge paid strike benefits to the members of QNS&L Local 217.

See next page for report on the Edmonton Regional Meeting

CN technician gets award for protective mesh

Mike Mykietowich, signal technician for Canadian National at Winnipeg, Man. has received $135 for his suggestion to prevent breakage of the call lights on signal equipment bungalows. Brother Mykietowich, a member of Winnipeg Centre Lodge 12, suggested a protective mesh cover be installed for the call light mounted just above the roof line on bungalows. The mesh cover is split vertically and hinged for easy access to the light bulb.

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Brotherhood of Railroad Signalmen,
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Name _____

Street or Box No. _____ **Apt. No.** _____

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Lodge No. _____ **Certificate No.** _____

Vice President John E. Platt, chaired the regional meeting and introduced the speakers.

BofRS President R. Thomas Bates described the change in the union's leadership.

E. G. Abbott, executive secretary, Canadian Railway Labour Association, discussed railway union leadership.

Canadian regional meeting is

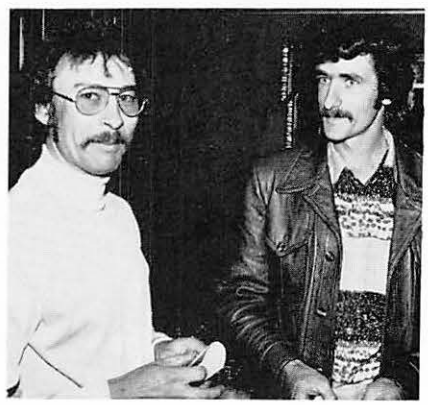
John E. Platt, BofRS vice president, welcomed members and guests to the May 13 regional meeting in Edmonton, Alberta.

BofRS President R. Thomas Bates brought Canadian members up to date on the changes in the Signalmen's leadership resulting from former President Charles J. Chamberlain becoming the labor member of the United States Railroad Retirement Board. Also, Bates briefly outlined the wage negotiations taking place in the U.S. With so much federal government involvement in our lives and our work, Bates suggested that the Canadian members might want to consider establishing a Signalmen's Political League. From members voluntary contributions, SPL could provide modest funds to elected officials whose views and voting records are favorable to Signalmen's objectives.

Ron Munro, training officer, Workers' Compensation Board of Alberta, described the work of the Board, which works independently of other compensation boards in Canada. He stressed the importance for an injured worker to seek first aid or medical attention immediately and to notify the employer as soon as possible giving full details of the accident as well as names of witnesses. Munro said that if a worker is not satisfied with his claim, there are five levels of appeals available to him. He reported that the Alberta Board handled 109,000 claims last year.

In answer to a question from the floor, Munro said that a signal maintainer on call is covered from the time he gets into his truck until he leaves it after returning from his call. During this call the maintainer must be under the direction and control of the railway company. Munro suggested that if a man is injured and in doubt about coverage, he should file a claim. Normal traveling to and from work is not covered. Also, he said that 98% of the claims are handled in 20 days. And he added that the final say on a claim is the Board, not the employer, even though the employer pays the costs. The Board administers the Workers' Compensation Act.

Douglas J. Munro, manager general claims, Canadian National, described the railway's role in the handling of workers' compensation claims. He said that CN has an extensive rehabilitation program operating on a regional basis. Also, he remarked that CN will, on occasion, investigate a claim even though an investigation is made by the Com-



During a break, the TSJ camera catches Gordon R. Mutcher (left) with Terry Wm. Sinclair, both members of Local 202.

Delbert G. VanWellehem (left) of Local 202 looks up as he listens to Robert R. Mitchell, grand lodge representative and general chairman.

Ron Munro, training officer, Alberta Workers' Compensation Board, described the Board's duties and operations.

Douglas J. Munro, manager general claims, Canadian National, described how CN handles claims injury claims.

BofRS Secretary-Treasurer W. D. Best described the new computer system to be installed at Grand Lodge.

held in Edmonton, Alberta

Richard Darrel Kai (left) and Harry Tracz, local chairman, Edmonton Lodge 202, both CN signal maintainers enjoy a joke during the coffee break.

Two members of Local 202, Robert G. Dube (left) recording & financial secretary; and Dennis A. Werbicki (center), local president, meet BofRS President Tom Bates.

Shown here (from the left) are: John Goda, local chairman, Winnipeg Centre Lodge 12; Stanley D. Fidler, Edmonton Lodge 202; Roger E. McCaughan, local chairman, Lodge 12; Anthony G. Cunningham, general chairman and general secretary; and Tom Bates, BofRS president.

pensation Board.

John Platt, vice president, reported on the Canadian wage negotiations. He said that the Canadian Signalmen voted 56% in favor of the new agreement. Although some members had indicated they were unhappy with the 6% raise, Platt said that the federal Anti-Inflation Board was still in operation and that the 6% wage raise was within the guidelines set by the AIB.

E. G. Abbott, executive secretary, Canadian Railway Labour Associations, amplified Platt's AIB statement, by saying that other unions had asked the AIB for greater raises than 6% and had been turned down. In discussing alternative actions that union members or union leadership might take when disagreeing with government policies, Abbott strongly pointed out that one must take into account the "laws of the land" and many if not all possible consequences of one's actions. Union leadership must be responsible, he said, and must think about the various ramifications of its actions before taking action. One must be practical in these matters.

BofRS Secretary-Treasurer W. D. Best told members about the new computer system what will be installed this fall in Grand Lodge headquarters. He asked that members keep their Canadian offices and Grand Lodge informed with good addresses. The computer should speed the flow of information and make address changes more current. This will aid in keeping members informed, but also may save members money they now spend in having mail forwarded from old addresses.

Following a general question and answer period, members and guests enjoyed a social hour and luncheon hosted by Grand Lodge.

Arnold N. Wright (left), local chairman, Winnipeg Centre Lodge 12, meets Frank J. White, general chairman, Texas & Louisiana Lines, SP-Katy.

Local 202 members are Robert G. Dube, (left) recording & financial secretary, and Leonard Carter.

At the coffee break James A. Hausauer (left) of Foothills Lodge 125 meets W. D. Best, BofRS secretary-treasurer.

PA&N

Q. Can children receiving the vaccine spread measles to other persons?

A. No.

Q. If the parent is uncertain whether a child has had measles or measles vaccination before, should the child be vaccinated?

A. Yes. No harm is done by vaccinating a child who has already had measles or measles vaccine.

Q. Is revaccination routinely necessary?

A. No. Live measles vaccination confers long-lasting immunity if given to children when they are 15 months of age or older.

Q. Who should get revaccinated?

A. 1. Children who received the killed vaccine.

2. Children who received the live vaccine shortly after receiving killed vaccine.

3. Children who were vaccinated before they were 12 months of age.

4. Children who received gamma globulin with the live virus vaccine at any age need to be reevaluated by their doctor to determine if revaccination is necessary.

Q. Can certain live virus vaccines be administered simultaneously?

A. Yes. Currently, combination live virus vaccines (measles-mumps-rubella, measles-rubella, and rubella-mumps) which incorporate specific vaccine virus strains of demonstrated effectiveness and safety when administered are available.

Q. Are community-wide programs still necessary?

A. Yes. Community-wide immunization programs have been useful in the rapid utilization of measles vaccines. Such programs continue to be important where there are many unvaccinated children. Attention should be directed towards systematic programs for groups of susceptible children remaining in

both urban and rural areas.

Q. Can community-wide measles epidemics be controlled?

A. Yes. Studies have shown that community-wide measles epidemics can be controlled by promptly vaccinating appropriate groups of children, particularly preschoolers, selected on the basis of their epidemiologic importance. However, once measles is widespread in a community, it may be necessary to immunize susceptible children of all ages to alter the course of the epidemic.

You can help make The Signalman's Journal better

You, the reader, can help to make The Signalman's Journal a better magazine. For one thing, our printing schedule requires that we receive material about 8 weeks before publication date. Material for the June issue arrived in the editor's office about April 1, or April 10 at the latest.

We want to publish news and pictures about members, local lodges and general committees. When sending names, PLEASE PRINT or TYPE NAMES. When sending information about deaths, if possible, send an obituary from a local newspaper, but please put a date on the paper or the date the person died.

Material should be typewritten, double spaced (if possible) or neatly written on one side of the paper only. Just send the facts. Material will be edited to meet magazine standards.

Black and white photographs are preferred. You may send negatives and the Editor will have prints made. The negatives will be returned. If color prints only are available, be sure the subjects are well lighted. DO NOT write on photographs, either front or back. Clearly print or type identifications on a separate sheet of paper. Small numbers in picture margins may be used to key photo and identification sheet.

We are also interested in receiving technical articles about signal installations or maintenance. Sketches or photographs should accompany the article. You may wish to ask the Editor about your article before you write it. He can give you helpful suggestions.

ConRail ups mileage rate for personal vehicles

Effective August 1, 1978, ConRail employees authorized to use their privately-owned automobiles for company business will be reimbursed at the new rate of 17¢ per mile. A memorandum of agreement covering this was signed by General Chairman Bernard E. Britcher and R. E. Swert, senior director labor relations, ConRail. The old rate of 15¢ per mile was established on April 1, 1976.

Medicare: What it is and how it works

Health insurance is one item in the budget that can save you money. But up until a few years ago, older people had a hard time either getting or affording health insurance. Then came Medicare. It provides low-cost health insurance through the Social Security system.

To help you understand this program, the Social Security Administration has published a pamphlet called "A Brief Explanation of Medicare." For your free copy, send a postcard to the Consumer Information Center, Dept. 685F, Pueblo, CO 81009.

What is Medicare?

It is a health insurance program under social security that helps Americans 65 and older and many severely disabled people under 65 to pay the high cost of medical care. It has two parts, hospital insurance and medical insurance.

Practically everyone over 65 is eligible for both hospital and medical insurance. And Medicare is also available to those under 65 if: they are disabled and have been entitled to social security or railroad disability benefits for two consecutive years or more, or they need dialysis treatments or a kidney transplant because of permanent kidney failure and are insured under social security or railroad retirement.

You don't have to retire to get the hospital insurance protection. Even if you keep working you will be covered if you have worked long enough under the social security or railroad retirement system. To find out if you are eligible, check with your social security office about three months before you reach 65. And if you haven't been under the social security or railroad retirement system, you can get this coverage by paying a monthly premium.

The hospital insurance benefits help pay the costs up to 90 days of in-patient care in any participating hospital for each benefit period. A benefit period starts when you have been out of the hospital or any other facility providing skilled nursing or physical rehabilitation service more than 60 days. There is no limit to the number of benefit periods you can have.

There is a reserve of 60 additional in-patient hospital days if you ever need more than the 90 days. However, each reserve day you use permanently reduces the number of reserve days you have left.

Under certain conditions, the insurance also covers up to 100 days in a skilled nursing facility and up to 100 home health visits from a home health agency per benefit period.

To help cover doctor's costs, there is Medicare medical insurance. It pays 80% of doctor's costs and many other costs after an initial $60 annual deductible. For this you pay a small monthly premium—$7.70 a month until June 30, 1978, and $8.20 a month for the year beginning July 1.

PLEASE SAVE YOUR NATIONAL AGREEMENT PRINTED IN THE CENTER OF THIS ISSUE

Bates' Commentary

We have previously informed you that an agreement was finally consummated with the National Railway Labor Conference which disposed of our various 1977 Section 6 Notices for increases in rates of pay and fringe benefits.

This was a long and frustrating negotiating session and we sincerely hope that we will not be subjected to the same sort of treatment during future negotiations.

We also look forward to negotiating sessions which will be free of interference by the administration and others not directly affected by the terms of our agreement.

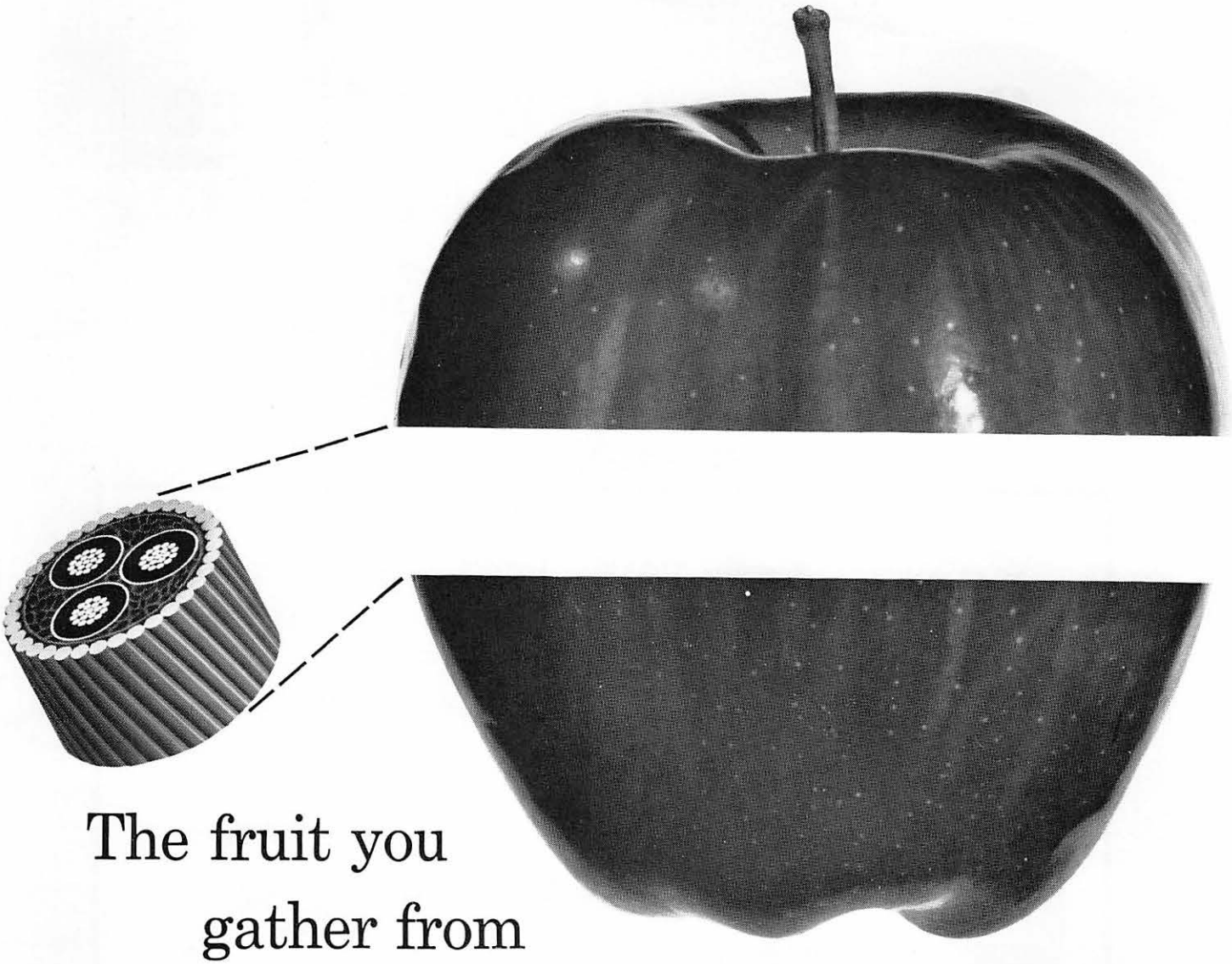
Statement made by some of the administration's so called inflation fighters during the many months the parties were trying to reach agreement did nothing but impede the process of collective bargaining. Collective bargaining works best when the parties on each side of the bargaining table are sincere in their efforts to reach agreement, and outside sources allow the parties to function without intervention or comment.

Our agreement has been termed inflationary by a few who should be responsible people. In our judgment, the working people of our great country have contributed far more than their share toward controlling the rate of inflation, and those in responsible positions would do well to direct their efforts toward reducing interest rates and prices if they are sincere in wishing to slow down skyrocketing inflation.

The agreement reached with the NRLC is only the first step toward settlement of our 1977 national notices. We must now direct our efforts toward reaching agreement with Conrail, Boston & Maine and Bangor & Aroostook, properties that did not authorize the National Carriers' Conference Committee to act in their behalf. We recognize that this will not be an easy task, but we are confident that justice will prevail and agreements will be consummated with those carriers in the not too distant future.

We would like to take this opportunity to express to all of our members in the United States, our appreciation for their patience and understanding over the past year and a half.

Tom Bates



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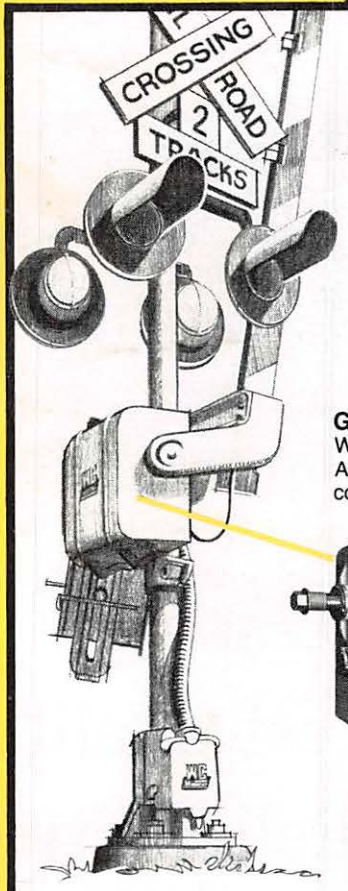
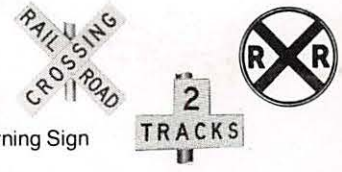


LIGHTS
8⅜" and 12"

ROUNDELS
To meet various requirements for 8⅜" and 12" Lights

SIGNS
Cross Buck
No. of Track
Advance Warning Sign

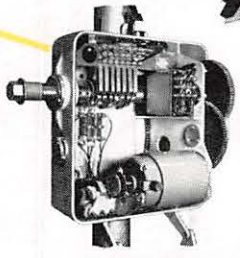


GATE LIGHTS
1590—Fresnel Lens
1591—4" Circular Lens
1592—7" Circular Lens

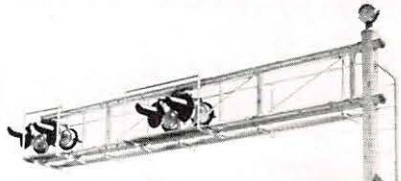
CROSSING WARNING SYSTEMS
Material, Engineering, or Completely Wired Cases

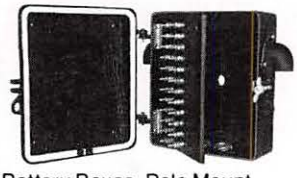
GATE ARMS
Wooden, Fiberglass
Aluminum/Fiberglass
combination

HIGHWAY/ RR BELLS



3590 SERIES GATE MECHANISM





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